

# The Way of Jesus:

## *Embodied Spiritual Friendship*

2024 OREGON SYNOD ASSEMBLY

June 1, 2024

## Voting Member Handbook

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# Welcome from Bishop Laurie Larson Caesar



Oregon Synod

March 2, 2024



Dear Saints of the Oregon Synod,

I am delighted to welcome you to Synod Assembly 2024! This gathering is our one opportunity each year to come together from every corner of the synod. We pray, sing, listen, learn, connect, discern, and state publicly who we are and who we are being called to be. No matter your age, race, size, gender, background, vocation, doubts, or hesitations — your voice matters! The ELCA is a collaborative body; the bishop does not decide all things. And that's a pure gift. In the Oregon Synod we are a diverse body of faith, thanks be to God, and better because of it. We are united in the waters of our baptism and in our call to love and serve one another and God's beautiful, broken world.

This year, for the fourth time, we will be gathering for an online assembly. At the 2022 in-person assembly after deliberation, the body voted to change our pattern and try experiencing two out of every three Oregon Synod Assemblies online. This changes the encounter but makes it more responsible ecologically as we seek to care for Creation. We've also learned that online assemblies in Oregon widen the age demographic considerably, in part because parents of young children and in-home caregivers of older people can now attend. The cost to you and your congregation is also significantly less. And, last and not least, YOU get to decide upon your snacks and your stretch breaks!

Our theme is Embodied Spiritual Friendship, or in Spanish, *Acuerparnos*. We are responding to what we are hearing from many of you — a growing desire to reach out and engage one another, your neighbors and the larger community more deeply. As the horrors in the Gaza Strip and the upcoming presidential election threatens to increase the polarization in this nation, we have an opportunity to model courage, kindness, faithfulness and integrity. Thus, in this one-day assembly, we will be learning from our friend and neighbor Rabbi Benjamin Barnett what embodied friendship across dividing lines can mean from a Jewish perspective, we will explore how we might support rostered leaders who are new parents through pondering together a proposed resolution, and we will share how we are working hard to free Christ's Church to unfold and evolve in new ways to serve the generations and grandchildren yet to be.

Importantly, we will also be exploring together the many ways, despite these years of pandemic times, you've remained faithful to Christ and to Christ's call to love your neighbor as yourself. With imagination, courage, and compassion, you have done so.

So, as we begin to prepare to be present to and with the Synod Assembly, please consider doing these things:

- Prepare – study and be familiar with all assembly materials.
- Familiarize yourself – learn all the technical aspects of attending the Synod Assembly ahead of time. Practice using Zoom if it is new to you. Consider attending one of the preparatory sessions. They enhance the experience tremendously.
- Pray – ask to be open constantly to the presence and guidance of the Holy One and actively seek the prayers of the people who worship with you.
- Attend – share fully in the assembly's work in plenary, worship, and presentations.
- Get comfortable and gather what you will need – as the day begins, prepare your space with every material you may need: all sent assembly materials, printed perhaps; pen and paper; candle, matches and a Bible for worship and prayer times; water, chocolate and other healthy snacks to make it comfortable and fun!
- Act – serve the whole body by your participation. Serve yourself by taking body breaks or standing when necessary.
- Listen – special announcements and directions are frequently made during the assembly.

A bishop has only one opportunity per year to be with voting members of all the synod churches, campus ministries, mission starts and other bodies she serves.

Please know that I am praying for you, and for this important event, as we walk together through the season of Eastertide. May God surprise us again at a tomb that holds nothing but possibility and new life!

Yours in Christ,  
Bishop Laurie Larson Caesar, Oregon Synod, ELCA

A handwritten signature in cursive script that reads "Laurie L. Caesar". The signature is written in dark ink and is positioned below the typed name.

# Welcome from Presiding Bishop Eaton



April 8, 2024



*"We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them" (1 John 4:16).*

Dear friends in Christ,

Thank you for your faithful and continuing partnership as we work together to help people discover the difference God's grace and love in Christ make for all people and creation.

Because God's grace and love have made a difference in our daily lives, we want others to experience that same love and acceptance. There are many in our communities who feel alone and are searching for love and connection. Sometimes we feel at a loss to know how to make a difference — what do we say, what can we do, how do we share God's love?

You share this love every day. When you invite others to join in your faith community, to worship, to participate in service activities, to pray together, to share their story — these are all ways our neighbors experience the love of God in community.

There are examples of God's love throughout our church as we work for healing, peace and justice to make a difference in the lives of those around us.

The Spirit is calling us to move together as one church to share the grace and love we experience every day. May God bless your time together.

In Christ,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

# General Information

We are grateful you will be joining us on June 1st, as we gather online to conduct the business of the Assembly. Unlike most Zoom meetings, the meeting can be accessed ONLY by registered voting members by following the directions in your registration confirmation email. We endeavor for all participants to have a positive experience with this digital format. Read on for helpful information on how, together, we will make this assembly a success:

## Technology Requirements

As a synod assembly attendee and voting member, you will need access to:

- *The email that you registered with for assembly—make sure that synod emails are not going into a junk/spam folder on that email!*
- *Your OWN screen/smart device (not shared with another voter).*
- *A good internet connection (a computer or laptop, tablet, iPad, etc.)*
- *A microphone in case you wish to speak to an issue.*

Having access to the above is necessary for your participation in the assembly as it is how you will check in to the assembly, get counted in the credentials report, and vote.

For the best experience, we highly recommend that participants join the online assembly via a computer as opposed to a smartphone. Not all smartphones accommodate the voting methods we will be using to conduct business.

If you experience internet disruptions, we suggest turning off your video camera which should help.

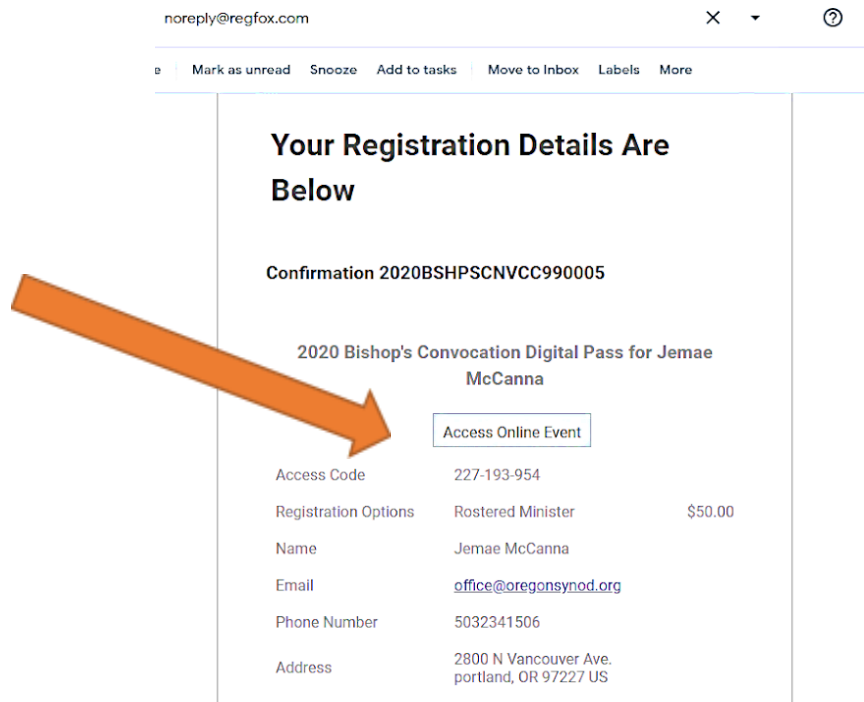
## Joining the Meeting

The meeting will be open to join 30 minutes before morning prayer begins. We will be listening to music and watching videos from our partners during this time. If you come earlier than 30 minutes, you will not be able to attend the meeting yet. Arriving between 9:00 am - 9:30 am will give you time to get settled. Once you've arrived, join us as we welcome the day, grab some coffee, or pray.

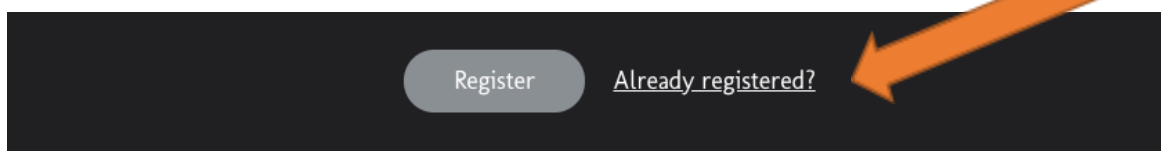
While our meeting will be held on Zoom, you must enter the meeting using the information from your unique registration confirmation email from

*noreply@regfox.com* which has everything you need to join the meeting. Your registration confirmation will be resent automatically 48 hours before the event and will have your link to the meeting in it. Your confirmation number for Assembly is NOT a Zoom Meeting ID and you cannot get into the meeting through the Zoom app or website; you can only get into the meeting by following the instructions in the email.

Here is an example of a confirmation email.



- 1) Click the rectangular "Access Online Event" button
- 2) Enter in your access code when prompted. This will lead to a link for Oregon Synod Assembly.
- 3) Click on the link and it will take you to the meeting. If you are earlier than 30 minutes, you won't be able to join the meeting yet.
- 4) If you need to leave the meeting, you can enter again in the same way.
- 5) Alternately, you can also access the event by going to the registration page and clicking "Already registered?" at the top of the page.





## Troubleshooting Registration Issues

- *Lost your Access Code?* Please go to <https://oregonsynodelca.regfox.com/2024-oregon-synod-assembly> where you purchased your registration and select “Already Registered” at the top of the page. Select “Lost your code?” And enter the email used to register and we will send you your access code. If you don’t have access to the email that was used to register, you’ll need to reach out to the person who registered directly.
- *Lost your confirmation email?* It was automatically resent 2 days ahead. Please check your email junk folder before calling the bishop’s office at 503.413.4191 to request it be resent.

## Participating in the Assembly

To allow for the clearest audio, all participants will automatically be muted when joining the meeting and chat will be enabled only for specific uses. Unless otherwise indicated, for prayer and worship, we invite you to participate in the songs, dialogue, and prayers while remaining muted. During worship, presentations, and reports you may be invited to participate by using the chat to comment, pray, and ask questions. For items of business presented for consideration by the assembly, we will be utilizing the chat feature to request recognition to speak by the chair.

We strongly suggest turning your video off while on breaks or if you need to step away from the meeting to avoid any issues or embarrassment.

Your screen view may be controlled by you or by the presenter.

## Conducting Assembly Business

If you would like to speak to a motion, please use the chat feature and enter: Your name, congregation/ ministry, and reason for speaking (Motion, Amendment, Requesting Information, Speaking to the Motion, etc.). During these times of debate, please limit the use of the chat to request recognition by the chair to address the motion on the floor.

Voting on Assembly business will be done via different methods depending on the item: approving the agenda, rules of the assembly, budget, resolutions, and elections for synodical boards and committees. All materials were distributed electronically and can be found on our website at <http://oregonsynod.org/index.php/about/assembly/>

There will be a practice for using each voting method before voting.

### Tech Help Desk

During assembly, there will be a Tech Help Desk of staff/volunteers available for you to contact should you need assistance. For the best service, please text if possible - your name and the issue. Phone calls are welcome as well. Help Desk contacts will be emailed to you in your confirmation 48 hours before the event and will be available on the [assembly webpage](#).

### Nominations

As of 4/12, nominations for open positions are closed.

### Resolutions and Memorials

One of the important pieces of business before Synod Assembly each year is to address the resolutions and memorials being brought for the assembly to vote on. These can request specific action of the Synod Council or a churchwide organization and may require funding that will affect the synod budget or may need valuable time of the Synod Bishop's Office staff to implement (time that will then not be available for something else). Part of the duties of the assembly is to decide if the request is not only a topic of value, but also written clearly and respectfully, has clearly stated how it will be funded realistically, and if it is of high importance - meriting use of the resources of the synod staff and volunteers.

### Voter Orientation Session

Wednesday, May 15th, 7pm. 2024 [Register in advance for Orientation here](#)

Is this your first online assembly? Need a refresher on how we conduct business online? What IS assembly and why do we have it each year? Please join Bishop Caesar and Sister Jensen Kerr to learn about these topics, ask your questions, and get set up for success for your presence and participation in this year's assembly. This one-hour session will provide an opportunity to learn about how to use your registration to join the meeting, test the voting methods we will be using, and try other Zoom functions. After registering for the orientation (link below) you will receive a confirmation email containing information about joining that meeting. All voting members are invited to attend this session (or watch the recording that will be shared via email).

### Assembly Resolutions and Memorials

Wednesday May 22nd, 7pm 2024 [Register in advance for Assembly Resolutions and Memorials here](#)



All are welcome to come learn about the resolutions that have been submitted for the consideration of the Synod Assembly this year. Please join VP Paul Stromberg and the authors of the resolutions and memorials for this time to get informed, dive in, and ask questions to prepare for voting on them at the assembly.

### **Pre-Assembly Meeting on the Proposed Budget**

Wednesday, May 29th, 7pm 2024 and 2025 [Register in advance for Budget Q&A here](#)

One of the most important pieces of business before the Synod Assembly each year is to approve a budget. The proposed budget can be found as a separate document in your voting materials. It's been an interesting year for the Oregon Synod finances! Changes, gifts, and learning new things have all affected the current operating budget for 2024 and the planned budget for 2025. We invite anyone who is interested in how the budget is being adapted and created to support mission, operations, to address coming challenges and gifts, and to live into the synod horizon as we walk with Jesus. Please come join Synod Treasurer Mark Dickman and Bishop Caesar for this presentation and Q&A. This forum is a chance for assembly participants to take a deeper dive into understanding these topics or ask questions before the official deliberation that will happen at the assembly.

### **Partner Reports and Videos**

Please see partner reports on the [assembly website](#).

### **Offering**

This year, we will be collecting an offering for the Ecumenical Ministries of Oregon.

Ecumenical Ministries of Oregon believes that making peace with one another is fundamental to the Christian faith that we build our lives upon. In an increasingly polarized world, they seek to build bridges and break down the walls that divide us. By developing relationships through honest and respectful dialogue and acting together for the common good, we come to understand that our "neighbors" are like us: a part of the greater human family created by God. Though developing meaningful relationships we recognize differences and affirm our commonalities. This enables us to explore together the essential questions of our day: What brings us together? What gives us hope? How can we act together to heal our world?

***To make an online donation visit***

<https://oregonsynodelca.givingfuel.com/2024-assembly-offering-to-emo>

For those wishing to give via check, please be sure your memo line indicates *Synod Assembly Offering* and send it to the synod office at 2800 N. Vancouver Ave. Suite 101, Portland, OR. 97227. Please send your gift before June 15th for inclusion in the assembly offering.

**Live Streaming**

The Synod Assembly will be livestreamed [on the synod's YouTube page](#), for interested parties and non-voting members to view the proceedings.

# Special Guests

The Rev. Timothy J. Brown  
Director, Congregational Stewardship  
[Evangelical Lutheran Church in America](#)  
773.380.2673 (he/him)

Tim Brown is a pastor in the ELCA serving parishes in Chicago, IL and Raleigh, NC. He currently serves in the Office of the Presiding Bishop as Director for Congregational Stewardship Support where he creates and curates relationships and resources to help Synods and Congregations fuel their ministries. He lives in Raleigh, North Carolina with his wife and two sons, and you can usually find him at a coffee shop or brewery reading or writing something he thinks is interesting.



Rabbi Benjamin Barnett (he/him)  
Havurah Shalom  
825 NW 18th Ave.  
Portland, OR 97209  
503-248-4662 ext. 3  
[www.havurahshalom.org](http://www.havurahshalom.org)

Rabbi Benjamin Barnett serves as rabbi of Havurah Shalom, a Reconstructionist community in Portland, Oregon. He is devoted to expanding circles of belonging and to building partnerships across religious and cultural lines, in the name of creating a more just and loving world. A teacher of Jewish meditation, he turns to spiritual practice as a set of techniques to shape our minds and hearts toward greater compassion, wisdom, and resilience. Prior to becoming a rabbi, he worked in residential treatment programs for adults with mental illness, and led wilderness trips for teenagers.



# Parliamentarian

David Swartling

*Parliamentarian*

David Swartling is a retired attorney and former Secretary of the Evangelical Lutheran Church in America. He attended Princeton University on a Navy Scholarship and began his vocational journey as an officer on a submarine. He then attended law school at the University of Washington and began his career as a trial lawyer in Seattle. After practicing with a large firm, he joined a number of friends and formed what became Mills Meyers Swartling. During his litigation career he was inducted into the American College of Trial Lawyers. Over more than thirty years as a practicing lawyer, David also taught litigation skills and participated in bar association activities, and he served for 15 years as Editor-in-Chief of the *Washington Civil Procedure Deskbook*. For his efforts to improve the legal profession he received awards from both the American Bar Association and the Washington State Bar Association.



David has also been extensively involved in the work of the ELCA. He served as Vice President of the Northwest Washington Synod, and on the boards of Trustees of the ELCA Foundation, Board of Pensions (now Portico Benefits Services), Lutheran Community Services Northwest, and Lutheran Services in America. He also served as parliamentarian for a number of Synod Assemblies, and in 2005 and 2007 he served as parliamentarian for the ELCA Churchwide Assembly. At the latter Assembly, he was elected to serve as Secretary of the ELCA, the first layperson to serve in this position. He and his beloved spouse Barbara relocated to Chicago where they both served (Barbara became the Executive Director of the Deaconess Community) until 2013, when they returned to the Seattle area.

Since retirement, David has continued to consult with ELCA organizations and to serve as parliamentarian for several synods. He also served as a consultant to the ELCA Church Council and drafted its Governance Policy Manual. He and Barbara reside on Bainbridge Island and are members of Bethany Lutheran Church.

# Proposed Rules of Organization and Procedure for the Oregon Synod Assembly

## Contents

- A. Authority
- B. Members of the Assembly
- C. Credentials
- D. Rules of Assembly
- E. Additional Rules for Online Assembly
- F. Resolutions and Memorials

## Authority

The authority for the assembly comes from the *Oregon Synod Constitution, Bylaws and Continuing Resolutions*, Chapter 7. Synod Assembly.

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority.
- †S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.

## Members of the Assembly

### 1. *Lay Voting Membership*

1.1. The lay voting members shall be at least 60% of the assembly's total voting membership (†S6.04. and †S7.21.).

1.2. Two voting members shall be allowed per congregation of the Oregon Synod, ELCA. Congregations are reminded of the organizing principle of the ELCA requiring "that at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men" (†S6.04. and †S7.21.). We encourage you to elect members who do not identify as women or men (gender expansive), to comprise the additional 10%.

1.3. A congregation of 500 baptized members and above may have additional voting members for each 500 members or fraction thereof. (500-999=1 additional voting member; 1,000-1,499=2; 1,500-1,999=3; 2,000-2,499=4.) Additional members from each congregation shall be equally divided between women, men or gender expansive. Baptized membership statistics to be used are those of 2022 parochial report figures. Congregations that did not complete a parochial report for 2022 will be allowed 2 lay voting members regardless of the number of baptized members they have.

1.4. Voting members selected based on paragraphs 1.2. and 1.3. above are classified as Congregation Lay Voting Members. Congregation Lay



Voting Members that have registered for the assembly shall be included in the quorum count.

1.5. Representatives from authorized worshiping communities and mission settings of the synod as provided in ELCA Bylaw 10.02.03. (developing ministries in the territory of the synod) are voting members of the Synod Assembly consistent with S7.26.01.

1.6. Synod Authorized Lay Ministers (SALMs) who have been authorized by the bishop to perform clerical duties in an Oregon Synod congregation are voting members of the Synod Assembly.

1.7. In addition to voting members allowed by membership numbers, each congregation will be allowed up to two Additional Voting Members in each of the below categories:

- a) Adult members of the congregation and who are persons of color or whose primary language is other than English. Congregations are reminded of the organizing principle of the ELCA in which it is the goal that 10% of the Synod Assembly will consist of people of color or whose primary language isn't English.
- b) Youth or young adult. The term "youth" means a voting member of a congregation who has not reached the age of 18 at the time they are elected. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time they are elected.
- c) Individuals that self-identify as LGBTQIA+.

1.8. Additional Voting Members as described above in paragraph 1.7 are optional. Additional Voting Members that have registered for the assembly shall be included in the quorum count.

1.9. Synod Council members shall be voting members of the assembly.

1.10. Lay members of the synod executive staff can be voting members of the assembly if they are elected as voting members of an Oregon Synod congregation.

1.11. Costs of all voting members shall be borne by the congregation, institution, mission development or organization that the voting member represents.

## 2. *Rostered Ministers (Pastors and Deacons) Voting Membership*

2.1. Rostered Minister voting members shall not be more than 40% of the assembly's total membership in accordance with †S7.21. Rostered ministers (pastors and deacons) must be on the roster of the Oregon Synod, ELCA as of May 1, 2024. A rostered minister under a call in a congregation of the synod or under call by the synod is a voting member of the assembly.

2.2. A retired minister serving as interim/transition or bridge pastor under letter of agreement with a congregation is a voting member of the assembly.

2.3. Those rostered ministers of the ELCA who are under call to the Oregon Synod, and who serve agencies and institutions located in the Oregon Synod as of May 1, 2024 are Rostered Minister voting members of the assembly.

2.4. Rostered ministers from a church body with which a relationship of full communion has been declared and established by the ELCA Churchwide Assembly and are in rostered minister service within a congregation of the

Oregon Synod will be given the privilege of voice and vote in the Synod Assembly. (S7.27.)

2.5. Retired rostered, on leave from call and disability roster ministers may serve as voting members only if their inclusion does not exceed the 40% total of item 2.1 above (S7.22.01.).

2.6. Registration for retired, on leave from call and disability roster ministers will be May 3, 2024, through May 10, 2024 once the number of registered lay voting members is known. There may be a limited number or no registration slots available. To be eligible for registration the minister must have completed at least one of the following in the last year; submitted a rostered minister report to the Bishop's Office in 2024 (before May 1) or attended Bishop's Convocation in 2023. The registration link will be sent to all retired, on leave from call and disability status leaders on our email list and made available on the Oregon Synod website. Registration will be filled on a first come, first served basis and will be closed when full.

2.7. Rostered Minister voting members shall be members of an ELCA or full communion partner congregation within the boundaries of the Oregon Synod.

2.8. No rostered minister on leave from call, retired, on disability status, or serving a social ministry organization shall serve as a lay voting member.

### 3. *Other Membership*

3.1. The presiding bishop of the Evangelical Lutheran Church in America, and the official representatives of the ELCA shall have voice, but not vote, at this assembly. (†S7.23.) Like privileges shall be accorded to those additional

persons whom the Synod Assembly or the Synod Council shall designate, including the parliamentarian and visiting bishops.

### Credentials

A Credentials Committee of three to five persons shall be appointed and have responsibility for voting members' credentials and attendance status

### Rules of the Assembly

1. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of this assembly.(\$7.32)
2. All reports published in the Participant Guide shall be received by the assembly without vote. The Participant Guide (including agenda and nominees for open positions that will be voted on) will be posted on the Oregon Synod website and will be emailed to voting members prior to the assembly.
3. The chair shall have the authority to call items of business before the assembly in whatever order they deem expedient for the conduct of assembly business.
4. Every voting member is required to register prior to the assembly, by the determined due date. Regular registration will open on March 1, 2024 and close at 10pm May1, 2024. Please be sure your congregations voting members, including lay members, pastors, and deacons are registered prior to the closing deadline. Registration will not be allowed after the closing date and time.
5. Only voting members, designated guests, and assembly support personnel will be allowed to join the online assembly.

6. If a congregation needs to switch to an alternate voting member the synod office must be notified of the change no later than May 17th, 2024 at 10:00 pm. Voting membership is not transferable to an alternate or other person after that time and date.

7. We will be electing persons to the Synod Council and committees. If you wish to be considered for a position or to recommend someone else to the Nominations Committee you may fill out a nominations form found on the synod website. The nomination form will be available beginning February 16, 2024. To have your bio information available to voters, the form needs to be submitted by April 12, 2023.

The minutes of the Synod Assembly shall be submitted by the Synod Secretary of the Oregon Synod to the Synod Council at its next regular meeting, or as soon as possible. The Synod Council shall examine the minutes with care, make corrections as needed and approve the minutes of the Synod Assembly. The minutes will then be submitted to the Churchwide Organization by the Secretary.

#### Additional Rules for On-line Assembly

1. Due to the decision of the Synod Assembly voting body in 2022, the next two years of Synod Assembly will take place online. Each registered voting member will receive an email with instructions on how to join each session after registering. A poll will be taken at the beginning of each session to determine whether a quorum is present to do business and whether the makeup of the assembly complies with ¶6.04 of the Synod Constitution.
2. To participate as a voting member in assembly will require:
  - a. A computer or similar device (not phone) with a stable internet connection.

- b. Zoom program (video conferencing) installed on the computer (in advance of event)
  - c. A unique email address to use for registration, attendance and voting.
  - d. A webcam (optional) and microphone, previously tested to ensure a clear audio/visual connection to the video conferencing software
  - e. Each voting member needs to be able to connect individually on their own device (not sharing their screen with another voting member)
  - f. No one other than the voting member is authorized to vote or otherwise communicate with the assembly on the voting member's device.
3. A voting member who wishes to raise a parliamentary question should type a message to the parliamentarian using the chat feature in Zoom or as otherwise designated by the chair.
4. All meeting participants will be muted. To address the assembly (obtain the floor), use the "raise hand" feature of Zoom, found by clicking on "reactions" at the bottom of the screen. Once a person has electronically raised their hand, they may be contacted by one of the support personnel asking whether they wish to speak for or against the motion, amend a motion, or introduce a parliamentary motion that is in order (in which case the motion should be identified). Once the chair has recognized the person, they will be invited to un-mute. When finished speaking, you will be muted again.
5. The chair will try to alternate between speakers that are for or opposed to a motion. If three speakers in a row have spoken in favor of a motion, or if three persons in a row have spoken in opposition to a motion, the chair may end discussion whether or not there are additional members wishing to speak and call for a vote on the pending motion.
6. Each speaker, after being recognized by the chair, shall state their name, congregation, (and/or institution), and whether they are speaking for or in opposition to a motion, or whether they intend to bring a motion before speaking.



No person shall speak longer than three minutes. The speaker will be given a 1-minute warning by the timekeeper. No person shall speak more than twice on the same subject, unless the voting members, by a majority vote, waive the provisions of this rule. A person may not speak in favor of or in opposition to a motion or pending matter and thereafter bring a motion. This rule shall not apply to messages and reports by the agencies and officers of this synod or to guest speakers to whom special time has been allotted.

7. All motions or proposed amendments to motions before the assembly must be submitted to the secretary in writing using the chat feature of Zoom. A motion to add an expense item to the budget will be considered out of order.

8. All proposed amendments to a motion or resolution must be presented in written form, with the changes clearly identified. Please use strike-through for wording to be deleted and underline for wording being added. Proposed amendments must be typed or copied in the chat, or as otherwise instructed by the chair.

9. The chat feature shall not be used except as provided in these rules or as instructed by the chair.

10. You may be asked to vote using yes or no functions of Zoom, by responding to Zoom polls, or by using a ballot submitted through the chat box. It will be considered out-of-order to request a written ballot on votes that are taken by using the yes or no features of Zoom.

11. All voting members are highly encouraged to attend a Voting Member Orientation Session in advance of the event to become familiar with the Zoom platform and practice voting procedures.

12. As a contingency for technical difficulties there will be a Help Desk available during the Assembly. Contacts will be listed in the participant Guide.

## Resolutions and Memorials

The Synod Council shall be responsible for processing resolutions and memorials for consideration at the synod or churchwide assemblies.

(S10.07.05.i.)

Synod Council shall appoint a Reference and Counsel Committee for the Synod Assembly consisting of seven members, which shall review all submitted memorials and resolutions using determined criteria, and proposed changes or additions to the constitution and bylaws and other items submitted which are not germane to items contained in the stated agenda of the assembly.

(S10.07.05.m.)

1. Any person or group considering submitting a resolution or memorial to the assembly should first contact Bishop Caesar as early as possible to ensure the assembly is the best place for the chosen topic.
2. Resolutions may be submitted by: congregations of this synod, current assembly voting members, the Synod Council, and committees of the synod.
3. Resolutions and memorials will be accepted for consideration if received by 10:00 pm April 12, 2024. For resolutions submitted by this date, there will be an optional two-week review period until 10:00 pm on April 26. The most recently submitted version of a resolution or memorial will be considered the final form at that time. Resolutions received after April 12th will not be accepted for consideration unless two thirds (2/3) of the Reference and Council Committee or the Synod Council shall determine that the resolution will not have a fiscal

impact, and is 1) of overriding importance, or 2) addresses a previously accepted resolution.

4. All resolutions requiring expenditure of funds shall contain an estimate of fiscal impact. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption (S10.04).

5. All resolutions will be evaluated using the following criteria:

- a. Does the proposed resolution address a synod purpose (as listed in Chapter 7 of the Oregon Synod Constitution), ministry, administrative matter, or other issue affecting the Oregon Synod?
- b. Is action on the resolution necessary to the business of the synod (rather than merely bringing the assembly's attention to an issue, organization, or an event)?
- c. Is the action sought by the resolution consistent with the Oregon Synod constitution, bylaws and other governing documents?
- d. Is the form of the resolution appropriate and clearly drafted?
- e. Are the statements in the resolution accurate and necessary to an understanding of the resolution?

6. In evaluating resolutions, the Synod Council or the Reference and Counsel Committee may interview the sponsor(s) and other interested persons or otherwise seek relevant information. The sponsor of a resolution may request and shall be given the opportunity to discuss it with the Synod Council or the Reference and Counsel Committee.

7. The reviewing body shall adopt a recommendation for each accepted resolution by majority vote and report that recommendation to the Oregon Synod Assembly. The recommendation will be one of the following:
- a. CONSIDER. The resolution complies with the criteria in 3. above.
  - b. REFER. The Reference and Counsel committee moves that the resolution should be forwarded for consideration or correction to a specified agency, institution, or group without approval or disapproval by the assembly. The resolution fails to comply with the criteria in 3. above but may be corrected for further assembly consideration or acted on by another body. Reasons for this recommendation will be reported to the assembly with the recommendation.
  - c. DO NOT CONSIDER. The committee moves that the resolution not be considered. The resolution fails to comply with the criteria in 3. above, and in the opinion of the committee will not be corrected by reference to another body. Reasons for this recommendation will be reported to the assembly with the recommendation.
8. Acceptance and/or recommendation will be communicated to the sponsor of each resolution prior to the assembly. The sponsor may appeal the committee's decision(s) to the Synod Council in writing, stating the action or recommendation sought with reasons for such request. The results of the Synod Council's action (or inaction due to an inability to meet or form a quorum) will be reported to the sponsor before the conclusion of the assembly.
9. It is the role of the Reference and Counsel Committee to approve any distribution of materials to the assembly's voting membership that does not come from the Synod Council.

# Proposed Order of the Assembly

Oregon Synod Assembly Agenda | June 1, 2024  
Online

9:00	Arrival period. Bring your coffee or tea and welcome the day with music and videos from partner organizations.
9:30	Opening Prayer
9:40	Bishop's Welcome, Call to Order, Adoption of the Rules of the Assembly, and Agenda
9:45	ELCA Churchwide Presentation: Rev. Tim Brown, Director of Congregational Stewardship
10:15	Plenary 1: Bishop's Report and Resolutions
11:30	Break
11:45	Treasurer's Report
12:10	Budget Vote
12:15	Lunch Break
12:45	Anniversary of Ordination Video
1:00	Keynote Speaker, Rabbi Benjamin Barnett, Rabbi of Havurah Shalom
1:45	Plenary 2: Resolutions continues and Elections
3:00	Break
3:15	Plenary 3 (If needed) and close of business meeting
4:00	Closing Prayer

# Synod Assembly - An Overview

## What is a Synod Assembly?

The synod assembly is an annual gathering of pastors, deacons, and lay people representing the congregations that make up the Oregon Synod of the Evangelical Lutheran Church in America. The assembly serves as the synod's highest legislative authority.

## The Synod Assembly

- receives information and reports;
- sets priorities for the mission and vision of the synod;
- equips those who attend to interpret the mission and vision of the synod to others;
- elects nominees to leadership positions in the church;
- reaches decisions on matters brought before the assembly;
- observers (via YouTube) watch the assembly to observe and learn. Some assemblies become significant historical events in the life of the church.

## What Is Expected of Me as a Voting Member?

You will find that your experience as a voting member of a Synod Assembly can be a spiritually enriching experience. You will also find that the degree to which this is true for you will depend on your attitude, your own sense of discipleship and commitment, and the way in which you will conduct yourself before, during, and after the assembly.

## How Can I Participate in the Work of the Assembly?

Familiarize yourself with the basics of Robert's Rules of Order. Robert's Rules of Order, which is also widely known as parliamentary procedure, was developed to ensure that meetings are fair, efficient, democratic, and orderly. A skilled chairperson allows all members to voice their opinions in an orderly manner so that everyone in the meeting can hear and be heard.

## Who Are Some Key Persons at this Assembly?

- You . . . and the other voting members making up the assembly.
- Bishop Laurie Larson Caesar — Synod Assembly Chair
- Paul Stromberg — Vice President of the Synod and Chair of the Synod Council



- Vicky Hart — Secretary of the Synod Council
- Mark Dickman — Treasurer of the Synod Council
- David Swartling — Parliamentarian
- Rev. Timothy J. Brown Director, Congregational Stewardship — Our 2024 Churchwide Representative

### What Matters Will Come Before the Assembly?

The agenda provides detail for each of the assembly's plenary sessions. Elections, worship, action on matters such as resolutions and the adoption of the 2025 synod budget, and reports from the Committee of Reference and Counsel may make up a great part of the business. Elections will be conducted for key Synod Council and synod committee positions.

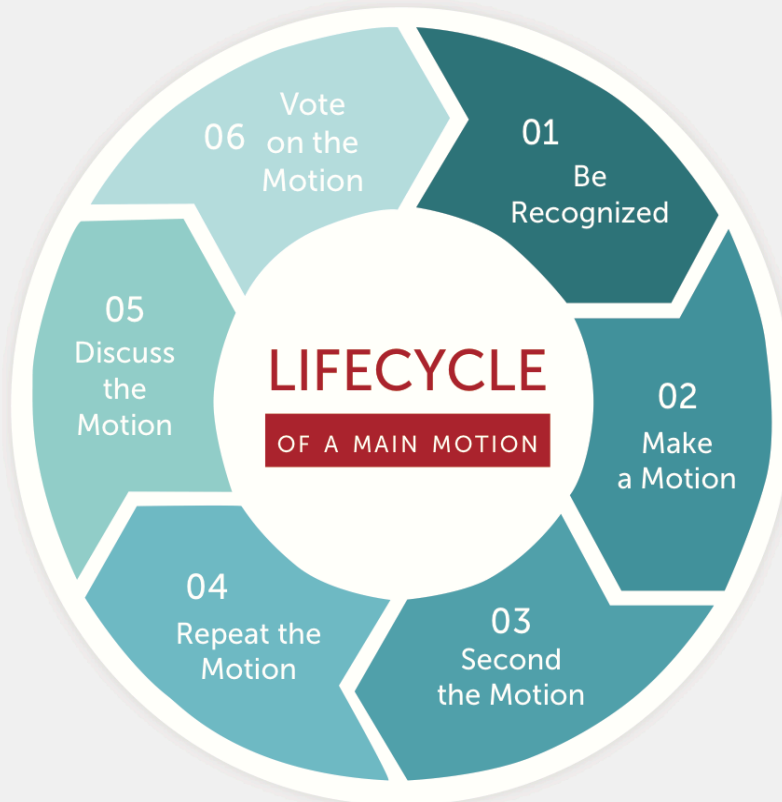
### What Can I Do After the Assembly?

Following the assembly, you can continue the work of the synod by reporting about the assembly to the members and leaders of your congregation. Your faithful and positive witness will help your congregation see itself as a participant in the synod's vision and ministry. You could give a verbal report to those gathered for worship or to those in a class or small group gathering. You could write a newsletter article for your congregational newsletter. You could encourage members to sign up for synod emails on our website, in the emails we share outcomes from the assembly along with upcoming events and opportunities. Hopefully, you will participate in other assemblies and gatherings of the church in the future. Consider making yourself available for leadership positions beyond the local congregation and if you'd like to engage in that form of service, please let your pastor, deacon or Bishop's Office know.

We pray that this assembly is a blessing in your life and an invitation to your Spirit for life and life abundant.

# Parliamentary Procedure Overview

**Bradley**



## 01 BE RECOGNIZED

**SAY THIS:** Member A: "Mr./Madame President?"  
Chair: "The Chair recognizes Member A."

## 02 MAKE A MOTION

**SAY THIS:** Member A: "I move that we organize an event in March to raise awareness and funds for our capital campaign."

## 03 SECOND THE MOTION

**SAY THIS:** Member B: "Second."

*The second is impromptu. The chair doesn't have to invite it by asking, "Is there a second?" Nor does the member making the second have to be recognized.*

## 04 REPEAT THE MOTION

**SAY THIS:** Chair: "It has been moved and seconded that we organize an event in March to raise awareness and funds for our capital campaign."

## 05 DISCUSS THE MOTION

**SAY THIS:** Chair: "Is there any discussion?"

## 06 VOTE ON THE MOTION

**SAY THIS:** Chair: "If there is no further discussion, we will take a vote."  
  
"All those in favor of organizing an event in March to raise awareness and funds for our capital campaign say, 'aye.' All those opposed say, 'no.'"  
  
The 'ayes' have it and the motion is adopted. We will organize an event in March to raise awareness and funds for our capital campaign."

For more information, please visit [lawoforderblog.com](http://lawoforderblog.com) or contact **Sarah E. Merkle**, 205.521.8380, [smerkle@bradley.com](mailto:smerkle@bradley.com)

Robert's Rules of Order is a manual of parliamentary procedure that governs most organizations with boards of directors and is the procedure we will use to run our meeting. Our Parliamentarian, David Swartling, will be present to help us be in alignment with the most current version of the rules of order.

From <https://www.lawoforderblog.com/2017/10/make-main-motion-infographic/> . No copyright infringement intended.

Wondering a little more about the basics? This video may be of help to orient you [https://www.youtube.com/watch?v=RwCeE9\\_xaR4&authuser=0](https://www.youtube.com/watch?v=RwCeE9_xaR4&authuser=0)

# Report of the Reference and Counsel Committee

The Reference and Counsel Committee is responsible to assist the Synod Assembly with its work on resolutions and memorials. To that end, the committee:

- Reviews resolutions and memorials against the established criteria from ELCA churchwide.
- Reviews and makes suggestions for resolutions and memorials for clarity, language, factual accuracy and relevance to the authors.
- Considers consistency with established churchwide and synodical actions and policies.
- Makes a recommendation to the assembly for proposed actions, such as:
  - Recommends “consider” for those actions that are consistent with, support and extend the policy and ministry directions of the church.
  - Recommends “do not consider” for those proposed actions that are inconsistent with practice or would inhibit the work of the church.
  - Makes no recommendation, “refer”, in the case of resolutions which seek to ask for change or establish new policies or directions. In these cases, the committee seeks to place before the assembly sufficient information so that the assembly may make its own determination.

This year, the Reference and Counsel Committee received two resolutions to evaluate. Thank you to the members of the synod who volunteered to serve on the Reference and Counsel Committee:

Bruce Anderson (Zion, La Grande) Chair  
Louise Abbott (Gloria Dei, Coos Bay)  
Michael Franklin (Grace, Corvallis)  
Sister Jennifer Myers (Grants Pass)  
Michael Beachley (Grace, Corvallis)  
Greg Shea, (Trinity, Silverton)  
Pr. Melissa Reed (1st. Luke, Portland)

Christ the King Lutheran Church in Milton-Freewater requests to be released from the Oregon Synod to align with the Northwest Intermountain Synod.

Whereas, the Northwest Intermountain Synod (NWIM), ELCA office in Spokane, WA. is 2 hours closer; and

Whereas, at times, NWIM events and/or learning opportunities are located in Walla Walla or the Tri-Cities area in Washington, both within an hour drive; and

Whereas, Christ the King would like to move forward with Synod ties with the congregations in Walla Walla, WA. (15 minute drive) and nearby rural communities; and

Whereas, after research and conversations with the Bishop of the Oregon Synod, NWIM synod clergy and a representative in the NWIM Synod we believe our identity and ministry as a rural Lutheran congregation would be healthier within a more rural ministry Synod like the NWIM.

The February 11<sup>th</sup> vote by the congregation was unanimous to pursue changing synods.

Whereas, pending acceptance by the Northwest Intermountain Synod, ELCA at their 2025 assembly and receipt by the ELCA Churchwide assembly; therefore, be it

RESOLVED, that Christ the King Lutheran Church in Milton-Freewater be released from the Oregon Synod, upon the acceptance of membership in the Northwest Intermountain Synod, ELCA, as will be proposed at their 2025 assembly.

Respectfully Submitted,

Church Council and members of Christ the King Lutheran Church

## Resolution Regarding the Increase of Parental Leave Guidelines for Rostered Leaders

WHEREAS, According to the American College of Obstetricians and Gynecologist, postpartum recovery normally ranges from a minimum of six to eight weeks, up to 12 weeks or longer depending on birth complications and the mother's overall health; and

WHEREAS, Paid parental leave is associated with decreased rates of infant deaths, low birth weight, and premature births, as well as a 51% reduction in the likelihood of a mother's re-hospitalization, and a 47% reduction in infant re-hospitalization; and

WHEREAS, Several studies have found that the length of paid leave matters for maternal and infant health, including findings that less than eight weeks of paid leave is linked to a reduction in overall maternal health status and increased risk of postpartum depression, findings that every additional week of paid leave that a mother takes reduces the likelihood of reporting poor mental well-being, and findings that longer paid leave significantly increases breastfeeding success and duration, which has innumerable benefits for moms and babies, and reduces the risk of breast and ovarian cancer; and

WHEREAS, The Oregon Synod Care and Compensation Guidelines have no provisions for fully paid parental leave; and

WHEREAS, Paid Leave Oregon covers partial payment to eligible employees who earn more than 65% of the State Average Weekly Wage and Paid Leave Oregon applies to all religious organizations and provides for a minimum of 12 weeks of paid parental leave; and

WHEREAS, 12 weeks of at least partial paid parental leave are provided for all federal employees and military personnel, as well as 12 weeks recommended by several other ELCA Synods around the country, included but not limited to the Pacifica Synod, Sierra Pacific Synod, Saint Paul Area Synod, Minneapolis Area Synod, North Carolina Synod,

and Northern Illinois Synod; therefore be it

RESOLVED, Parental leave shall be available in Oregon Synod congregations, consistent with Paid Leave Oregon provisions, to either caregiver and/or both caregivers of a child. Parental leave shall be available whether care for the child begins at birth, adoption, or by undertaking foster care; and

RESOLVED, Oregon Synod Care and Compensation Guidelines recommend that congregations make up the difference between Paid Leave Oregon distributions and the rostered leader's full pay; and

RESOLVED, That the Oregon Synod support rostered leaders in renegotiating the parental leave allowance in their current letters of call.  
Respectfully submitted by:

Rev. John Barton  
West Linn Lutheran Church



# Report of the Nominations Committee

## 2024 Open Oregon Synod Positions

The following councils, committees, and boards have positions that will be elected at our 2024 Synod Assembly. The committee description, available positions and requirements are listed for each. The synod Nominating Committee has nominated at least one person for each open position within the Oregon Synod.

Unless otherwise noted, Synod Council Members have three-year terms eligible for re-election for one additional consecutive term.

Position Open:	Position Open To:
Blue Mountain Cluster	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>
Mt. Tabor/Plum Cluster	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>
Rose Cluster	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>
Sunset Cluster	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>
Mt Hood Cluster	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>
At Large Position #2	3 year term - 2 term limit <i>One position open to woman or gender expansive, lay or rostered, and identifies either as a person of color or whose primary language is other than English.</i>
At Large Position #3	3 year term - 2 term limit <i>One position open to all genders, lay or rostered.</i>

## Endowment Board

Oversee with the Synod Treasurer, Bishop and a small group the activities of the Endowment Fund. This includes the regular disbursement of funds to support creative ministries in the synod, highlighting the mission of the Endowment Fund, cultivating new gifts to grow the fund and communicating with the leaders of the synod all the activities of the fund - stories, hopes, new grants, due dates for new proposals and more. Three-year term, eligible for reelection to one additional consecutive term.

Position open:	Of the three positions open at least two of these positions should be men or gender expansive.
Position 1	Open to man or gender expansive, lay only.
Position 2	Open to man or gender expansive, lay only.
Position 3	Open to any gender, lay or ordained.

## 2025 Churchwide Assembly Voting Members

The Oregon Synod of the ELCA can send a total of eight voting members for the 2025 Churchwide Assembly in Phoenix, AZ to be held in late July-early August of 2025. The synod sends Bishop Laurie Larson Caesar and Synod Vice-President Paul Stromberg as ex officio voting members as well as six voting members who will be elected at 2024 Synod Assembly, Saturday June 1. All travel expenses for voting members will be covered.

### Composition of voting members

The composition of the voting members elected by each synod for service at the Churchwide Assembly must reflect the representational principles of this denomination:

- At least 60% of the voting members shall be laypersons
- As nearly as possible, at least 45% shall be women and, as nearly as possible, at least 45% shall be men. The percentage of laypersons that is not allocated to women or men may be allocated to persons who identify as gender expansive.
- About 40% or fewer shall be rostered ministers (pastors or deacons) and shall include both women and men.

- Of the total six, two shall be youth or young adults (aged 15-29 at the time of elections) .
- Of the total six, two shall be people of color or those whose primary language is other than English.

# Biographical Information of Nominees

## Synod Cluster - Blue Mountain Cluster

Andrew Morris  
(Lay, Man)

Congregational Activities:  
Bible Study  
Congregational Readings

Synod and Community Activities:  
Synod Council  
Synod Executive Council  
Synod Nominations Committee  
Synod Reckoning with Racism  
County Planning Commissioner  
Local LGBT+ social media activities

Three Ministry Gifts Important for Position: Leadership, Discernment, Mercy

Vision for the Church in a Changing World: The Church in the US is continuing to change and shift, many people have not returned to physical church buildings after COVID. Church leaders must change thinking with local populations to find ways to reach other people through community outreach or other forms that meet the population needs and wants. There are divides between urban and rural communities that need to be thought through and addressed to bring unity.

## Synod Cluster - Mt. Tabor/PLUM Cluster

Pr Leon LaCross, Bethel Lutheran Church, Portland  
(Ordained, Man)

Congregational Activities:  
Most all in some capacity. Leading worship, church council, Youth Drop-In Center Board, various ministries

### Synod and Community Activities:

Voting member for synod assembly, Queer Enough ministries, co-wrote the RIC Pride liturgy.

### Three Ministry Gifts Important for Position:

Creativity, spiritual care, organization.

### Vision for the Church in a Changing World:

Continue to extend radical hospitality to all God's creation, uplifting marginalized voices, and figuring out what it means to live into the Gospel Message as Oregonians in 2024.

## Synod Council - Rose Cluster

Jon Erickson, St. Luke, Portland  
(Lay, Man)

### Congregational Activities:

Congregational council president, stewardship, building remodel, Sunday school teacher, adult bible study,

### Synod and Community Activities:

Synod council, synod nominating comm., synod finance comm, reconciling works,, little league, PTA, collabo

### Three Ministry Gifts Important for Position:

Collaborate with fellow council people, ability to discern and make tough decisions, writing blessings that communicate the wonder of the creator and richness of the gospel.

### Vision for the Church in a Changing World:

That there be creative solutions to the challenges of a changing church that meet the needs of future generations.

## Synod Council- Sunset Cluster

Violet Thetford, Community of Christ Church, Hillsboro  
(Lay, Woman)

### Congregational Activities:

From Community of Christ Church in Hillsboro

Church Council Secretary, Sacred Organizing, IMIRJ, Community Outreach, LWR Baby Blankets, Social Networking (Monthly Coffee Hour, Monthly Creative Corner., Prayer Shawl, Quilting Peeps  
Prior Church Activities  
Emanuel (Cornelius) Church Council, LWR Quilters  
Mt. Olive (Forest Grove). Church Council Treasurer, Leader Small Group Bible Study  
LWR Quilters  
Previous. Various Church councils as Treasurer, VBS Leader, Sunday School Leader, School Board Member

#### **Synod and Community Activities:**

Oregon Synod Finance Committee, Oregon Synod Hunger Team, Sacred Organizing, IMIRJ, Leaven Land and Housing Coalition, Lay Synod Educational Opportunities, HOA Board Treasurer School Board Budget Committee

#### **Three Ministry Gifts Important for Position:**

Drive for inclusiveness and commitment for outreach to all, vocal and encouraging words that demonstrate empathy, a person with passion to work for justice that shall be in action.

#### **Vision for the Church in a Changing World:**

I see the Synod continuing to reach out to better serve the Community at large in their life journey. Growing the outreach to the LBGQTIA+ population through the Youth Collective, Queer Enough, Rainbow Faith Alliance, Queer grace, and others are creating an environment where these all will feel included, wanted and needed. Joblessness contributes to hunger, houselessness, lack of healthcare, transportation, laundry facilities, personal hygiene facilities, etc, creating a cycle of failure. Educational and training opportunities, including spiritual support to our state universities, needs to be prioritized by churches in our Oregon synod.

#### **Synod Council - Mt. Hood**

Rev. Sara Gross Samuelson, Gethsemane Lutheran Church  
(Ordained, Woman )

#### **Congregational Activities:**

Pastor at Gethsemane Lutheran Church

#### **Synod and Community Activities:**

Companion for Reckoning with Racism, Organizer with Leaven Land and Housing, Co-convenor of Oregon Synod Reparations Advisory Team

### Three Ministry Gifts Important for Position:

leadership development, strategic planning and mapping, relational connecting

### Vision for the Church in a Changing World:

To name and get clear about our current capacities and rejoice in them. To be creative about naming, renaming and renewing our resources both of time, money and people. To lean into the vulnerable, mysterious and joyful parts of our faith stories as a strong backbone for the above work.

### Synod Council- At Large Position #2

Marilyn Keller, Augustana Lutheran Church

(Lay, Person of Color or Whose Primary Language is other than English, Woman)

### Congregational Activities:

Worship Music Coordinator- Jazz Gospel, Classical, Contemporary Teams- Augustana Lutheran, Portland; Interim Youth Adviser; Fundraising & Social Justice work; Christian Education/Bible Study/Worship Leader; Care of Creation/Facility Maintenance for Augustana Lutheran.

### Synod and Community Activities:

OR ELCA Synod Council position#2-at large/Incumbent; Synod Advisory Team/Reparations & Road Trips; Chief Petitioner-Lift Every Voice OR- Ballot Measure 114; (passed 2022) Police Justice Reform w/Albina Ministerial Alliance; Curating Worship & Special Music in many Worship scenes regionally; Board Member- Portland Symphonic Choir and Portland Jazz Composers Ensemble; Lead Actor for "Step By Step- The Ruby Bridges Story;" "From Maxville to Vanport," "Sanctuaries," "Crowns," Ecumenist of the Year- 2022- Ecumenical Ministries of OR; Leaven Community Housing Justice Movement, NE Youth Coalition, InterFaith Advocacy Day at OR State Legislature.

### Three Ministry Gifts Important for Position:

Music Curation for Worship/Gatherings/Marches & Rallies; Christian Education/Community Activism

### Vision for the Church in a Changing World:

Weaving the Word of God, Faith, Grace and ACTION throughout the strata of ALL God's People, generationally and inclusively on the local, Regional, State-wide, National and International level. Building a Coalition of Faith Leaders determined to care for, protect and restore Creation. Acknowledging Our Youth Leaders NOW- as They ARE the future of Humanity and the Living, thriving Kingdom of God. Building

knowledge and understanding of the importance of working within the 6 Principles Direct, Non-Violent Action to bring about Social Justice and Reformation.

### Synod Council- At Large Position #3

Kaitlin Pabo-Eulberg, Spirit of Grace, Beaverton  
(rostered or lay, all genders)

#### Congregational Activities:

Spirit of Grace--present-fall 2021. I organized the 2023 PRIDE booth for Spirit of Grace and I lead the Queer Grace Planning team for monthly Queer Grace storytelling nights I volunteer for worship leadership (writing prayers and children's sermons).

#### Synod and Community Activities:

I served as a facilitator/presenter in the fall 2022 synod's Death and Dying course for two sessions around the dying process and advanced care planning.

I facilitated an Art as Spiritual Practice during Bishop's Convocation in fall 2022.

I serve with occasional pulpit supply.

I have attended synod assembly and bishop's convocation since shifting to the Oregon Synod in fall 2021.

#### Three Ministry Gifts Important for Position:

Creativity, organizational development, spiritual care

#### Vision for the Church in a Changing World:

God is at work in our world and it is our role to join God in that co-creating. God teaches us to advocate by holding unto the pains that tug at our hearts and not letting go of our vulnerability and courage.

### Endowment Board

Lori McDonald, Peace First Lutheran in Astoria  
(Lay, Woman )

#### Congregational Activities:

Church Council, Council Secretary, Sunday School teacher, Congregation Care Team, Personnel Committee, SoulCollage Facilitator, Outreach Team, Facilities Task Force, Mission/Vision Team, Communion Assistant/Reader, Bookkeeper, Parish Assistant (St. Paul -Vancouver WA, Our Saviour's - Seaside OR)

#### Synod and Community Activities:

Climate Resiliency Cohort (Peace First, Astoria), Synod Board for Living Stones Prison Congregation/Stepping Stones to Re-entry (SW WA Synod), Winter Hospitality



Overflow (Vancouver WA), Council for the Homeless/GDWB (Vancouver WA), Peninsula Artist Association (Long Beach Peninsula WA), Teacher - Astoria Art Loft (Astoria OR)

#### Three Ministry Gifts Important for Position:

A heart to share the love of God and the story of Christ Jesus to all. A generous spirit. A willingness to listen, to look at potential projects in an objective and organized manner and spend the time needed to discern the best path forward.

#### Vision for the Church in a Changing World:

We have a story to tell and within the church is a place for everyone. We must be willing to change and meet people where they are. We must break out and take the love of God to a broken and hurting world. We must be willing to share the message of Jesus in ways we have never tried. We can't be a one location, at one time entity. We must be open to doing church in different ways to remain viable and vital faith communities. I want to help to transform the church to be living, growing and relevant.

#### Endowment Board

Pablo Ramirez, Hope Lutheran, Tigard  
(Lay, Man or gender expansive)

#### Congregational Activities:

Hope Lutheran - church volunteer, synod assembly voting delegate  
Klamath Lutheran volunteer, substitute preacher

#### Synod and Community Activities:

Church wide voting delegate  
Endowment board, current chair

#### Three Ministry Gifts Important for Position:

Organization, ability to build relationships and communicate effectively.

#### Vision for the Church in a Changing World:

My hope for the church in a changing world is to see a more open and inclusive church. I hope to see a church that is truly open to all people and living the gospel of Jesus in their actions and policy.

#### Endowment Board

Tim Rupp, Ascension Lutheran, Medford  
(Lay, Man)

**Congregational Activities:**

Financial Secretary, production, transition team chair,

**Synod and Community Activities:**

Lay representative - synod meeting 2 years

**Three Ministry Gifts Important for Position:**

Open, financial responsible, team member

**Vision for the Church in a Changing World:**

It is my hope that we, the ELCA, continue to be open to all human beings and their walk with Christ. It is my desire to help "our" church be more appealing to younger families. Mostly, it is my hope that we can be a bright light in our community and show others what God's promise is all about

**2025 Churchwide Assembly Voting Member**

Rev. John Barton, West Linn Lutheran Church, West Linn  
(Ordained, Man)

**Congregational Activities:**

RIC, Preschool, Youth and Family, Ecumenical and Interfaith, Conference Planning and Leadership, Strategic Planning, and more

**Synod and Community Activities:**

Planning for local Pride involvement, Installation, reforming Cluster gatherings and text study, joining ecumenical and interfaith partners in community organizing.

**Three Ministry Gifts Important for Position:**

Passion for justice, generating creative worship, service oriented theological practice

**Vision for the Church in a Changing World:**

Building a bigger table in the Church as a whole and making it a welcoming place for all. God calls us to be a sanctuary of justice and mercy, may it be so!

**2025 Churchwide Assembly Voting Member**

Rev. Allison Bengfort, First Lutheran Church, St. Helens  
(Ordained, Woman)

**Congregational Activities:**

Bridge Pastor of First Lutheran Church, St. Helens, OR

**Synod and Community Activities:**

Leaven Land & Housing Coalition, Companion  
Asylum Solidarity Collective, Volunteer  
Capacity Discernment Cohort, Facilitator  
The Peace House, Resident

**Three Ministry Gifts Important for Position:**

1. Strong theological training and grounding in Lutheranism and liberation theology
2. Prioritizes the needs of the marginalized
3. Experience serving congregations as a pastor and communities as a social worker

**Vision for the Church in a Changing World:**

My hope for the ELCA is that it will become a leader among Christian churches in reimagining how the church will look in the future and how we as the church will relate to the larger community. In order for the church to survive and thrive, it needs to evolve to more fully embody Christ's gospel of liberation. The ELCA has significant work to do in repenting from the sins of racism, sexism, and homophobia. We must learn to hold one another accountable to our professed values, even when it involves risk and hard conversations. As the church continues to evolve, I hope that we will take stronger stands in proclaiming that God's love extends to all, especially those who have been historically excluded and oppressed. This proclamation must be accompanied by social justice efforts that move beyond a charity model to include authentic relationships and community with people of all backgrounds. The practices of sacred organizing will be crucial in making this possible.

**2025 Churchwide Assembly Voting Member**

Rev. Emillie Binja, Creator Lutheran Church, Clackamas  
(Ordained, Woman, Person of Color or Whose Primary Language is other than English)

**Congregational Activities:**

Different pastoral duties.

**Synod and Community Activities:**

I am a first call pastor in my synod, so I haven't engaged in a lot of activities yet but at the moment working with A land and housing group to uncover how land has been used as a tool for racial and social discrimination, and invite our congregations into faithful land stewardship.

**Three Ministry Gifts Important for Position:**

1. I am compassionate and Kind
2. I am Curious and approach a lot of things with curiosity instead of assumptions
3. I value teamwork and fairness

#### **Vision for the Church in a Changing World:**

My hope for the church is that we continue working towards closing the gap between the institutional structure and the Spiritual call and nature of Christ' work.

#### **2025 Churchwide Assembly Voting Member**

Clara Christensen, Central Lutheran Church, Portland  
(Youth or Young Adult, Woman)

#### **Congregational Activities:**

Central Lutheran Church: Children's Youth Group and Choir, worked with VBS

#### **Synod and Community Activities:**

Oregon Synod Youth Representative 2021-2022

#### **Three Ministry Gifts Important for Position:**

Advocate for the rights of others and all of God's creation.

Academic individual who currently is in undergrad, and hopes to be a professor in theater studies, queer theory, feminist literature, and other forms of ethics someday. Energetic, outgoing, and bubbly personality that knows how to connect with people and keep things fun!

#### **Vision for the Church in a Changing World:**

Clara Christensen's hope for the future of ELCA is about how religion interacts in the United States. 2025 will be such an important year, and the separation between Church and State gets more blurred over time. The ELCA community needs to recognize this religious privilege as Christians and focus on being kind examples for other denominations. The Church needs to actively use our energy for creating good: protecting trans and queer youth, helping our Muslim and Jewish and other religious siblings, supporting BIPOC people in our communities, and creating a peaceful environment for neurodivergent folk. Oregonians also know from experience of what it is like to serve homeless families, which we could bring to the gathering. Within the ELCA, we can all learn from one another. From there, we can help others outside of our congregations as the hands and feet of good, true love. We can't let the face of Jesus be seen as one of hate, which means we might need to get loud and sit in the front pew.

## 2025 Churchwide Assembly Voting Member

Marilyn Keller, Augustana Lutheran Church  
(Lay, Person of Color or Whose Primary Language is other than English, Woman)

### Congregational Activities:

Interim Youth Adviser- Augustana Lutheran Church, Portland Oregon; Jazz/Gospel Music Coordinator/Vocal Instrument- Augustana Lutheran; Fundraising and Property maintenance Team, Augustana Lutheran, Lay Leader/Bible Study Leader/Worship Leader, Augustana Lutheran.

### Synod and Community Activities:

OR ELCA Synod Council Member; Synod Advisory Team on Reparations/Road Trips; Chief Petitioner Ballot Measure 114; (passed 2022) Worship Musician- Interdenominational Worship scenes in Portland OR and regionally, Police Justice Reform w/Albina Ministerial Alliance; Housing Justice reform w/Leaven Community; Board Member: Portland Symphonic Choir & Portland Jazz Composers Ensemble; Artist Activist- Lift Every Voice Oregon; Voice Over/Narration work OPB Oregon Experience "Searching For York."

### Three Ministry Gifts Important for Position:

Curating Worship/Gathering/Justice seeking Activity Music; Christian Education; Non-Violent Direct Action Community Activity Coordination

### Vision for the Church in a Changing World:

Weaving the Gifts of the Holy Spirit into the active, progressive service of the living, Triune God. Melding Human Faith, ingenuity, Divine guidance and generational partnerships across all strata of the ELCA- locally, State-wide, Nationally and Internationally- to serve, protect and restore Creation and build lasting relationships with ALL of God's People!

## 2025 Churchwide Assembly Voting Member

Dawson Mangels, Peace First Lutheran, Astoria  
(Lay, Youth or Young Adult, Man)

### Congregational Activities:

Dawson is the Youth and Family Minister at Peace First Lutheran and is responsible for all related activities, such as Sunday School, youth group, and our congregation's preparation for the 2024 National Youth Gathering.

### Synod and Community Activities:

Having moved to Oregon in October, Dawson is still relatively new to the Oregon Synod. Dawson has joined the spiritual leader group in Astoria that has organized a peace vigil and Holy Week walk that blessed local community businesses and services.

#### Three Ministry Gifts Important for Position:

Dawson has the ability to offer the perspective of a young adult interested in religion and the ELCA. Dawson also has the empathy and patience required to navigate discussions of differing options in a way that is respectful for all involved.

#### Vision for the Church in a Changing World:

In the spirit of Jesus's commandment to his disciples to love one another just as they are loved by Jesus, the church needs to continue advocating for peace, cooperation, justice, and most importantly, love towards our neighbors. This is especially true for our neighbors who do not look, believe, act, or experience life like we do. In loving our neighbors who are unlike us, we begin to heal the divisions that have plagued our world and together we can strive for a better world for everyone.

### 2025 Churchwide Assembly Voting Member

Edwin Ntiranyibagira, Creator Lutheran Church, Clackamas

(Lay, Youth or Young Adult, Person of Color or Whose Primary Language is other than English, Man )

#### Congregational Activities:

Creator Lutheran worship and events of all sorts starting at 3 years old. (Sunday school, fundraisers, like helping with Easter breakfast, Harvest festivals, etc.)

Creator is part of SE Portland Youth Collective. I have participated in SE Portland Youth Collective events and retreats from middle school through high school.

I was a Lutherwood Day Camp camper at Creator since kindergarten, then junior leader and youth leader in middle and high school.

I attended confirmation camp at Camp Lutherwood with Creator.

I was part of a Creator group that spent a summer week at Holden Village.

#### Synod and Community Activities:

I was a Creator Youth representative to the Oregon Synod Assembly in Bend, Oregon in 2022.

I attended several years of summer camp at Camp Lutherwood.

I am currently a Young Adult Fellow at Together Lab, with focus on telling stories through film and photography. (Together Lab is a collaborative ministry connected to the Oregon Synod.)

### Three Ministry Gifts Important for Position:

Experienced still photographer & videographer, interested in sharing hidden stories.  
Awareness of the needs of youth (I'm 19 years old).

Awareness of the needs of immigrants (I'm from Burundi/Tanzania) and black men in the U.S.

### Vision for the Church in a Changing World:

My future vision involves churches taking responsibility to advocate for affordable living for everyone, like initiatives in Aloha and NE Portland, where the Presbyterian church gave 'land back' to an Indigenous organization for Tiny Home housing (Barbie's Village). It's crucial that our neighbors have shelter, and I believe the church plays a role. Whether setting up tiny homes or affordable housing in vacant church-owned areas or creating programs for affordable housing, the church should be invested. Its main focus should be helping each other. Additionally, fostering community and supporting mental health challenges are essential areas the church can work on.

### 2025 Churchwide Assembly Voting Member

Anelise Nzocumugani, Creator Lutheran Church, Clackamas

(Lay, Youth or Young Adult, Person of Color or Whose Primary Language is other than English, Woman )

### Congregational Activities:

Active in Creator Youth Group Activities and retreats through middle and high school.  
Creator's Lutherwood Day Camp participant, then later youth leader.

Glocal Music leader at Creator for Youth Sundays; Pentecost Sundays and Glocal Sundays.

Holden Village Youth Weekend participant and church summer trip participant.

Participant of 2 ELCA Youth Gatherings - in Detroit and New Orleans.

### Synod and Community Activities:

Synod grant recipient enabled participation in ELCA Glocal Education training in Chicago.

Young Adult leader/helper for SE Portland Youth Collective.

Ecumenical Young Adult gatherings participant.

### Three Ministry Gifts Important for Position:

1. Ability to name what parts of ELCA church participation have been helpful for a black-skinned female-identifying immigrant and which parts have been unhelpful (or sometimes harmful).

2. Love of, and experience introducing culturally diverse music.



3. Vibrant personality which connects well with youth.

Vision for the Church in a Changing World:

We need groups where we can bring the issues going on in the world, to explore ways we can help, or at least bring awareness. For example, discussions about Palestine and the Democratic Republic of Congo and other countries going through ethnic cleansing need to be understood. It's important to hear the younger generation's thoughts and ideas about the issues. I do feel the church tries to be inclusive, but some black friends have been hurt by unrecognized racist remarks, which has made me also pull back from the church. More learning about bias and anti-racism is needed.

2025 Churchwide Assembly Voting Member

Pablo Ramirez, Hope Lutheran, Tigard  
(Lay, Man or gender expansive)

Congregational Activities:

Hope Lutheran - prior synod assembly voting member, church volunteer

Klamath Lutheran, substitute preacher, church volunteer

Synod and Community Activities:

Prior church wide voting delegate

Endowment board, current chair

Lay/PSALM Education

Three Ministry Gifts Important for Position:

Building relationships, clear and effective communication, passion for policy .

Vision for the Church in a Changing World:

My hope for the church in a changing world is to see a more open and inclusive church. I hope to see a church that is truly open to all people and living the gospel of Jesus in their actions and policy.

2025 Churchwide Assembly Voting Member

Rev. Jessica Putland, St. Matthew Lutheran, Beaverton  
(Ordained, Woman)

Congregational Activities:



Jessica Putland was pastor at St. Matthew Lutheran Church from 2019-2024 and participated in the full breadth and depth of ministry there. She especially was engaged in and enjoyed their benevolence work, their Equity and Justice committee, their women's ministry, millennial ministry, and worship music.

**Synod and Community Activities:**

Jessica served on the Synod Personnel Committee from 2020-2024, only stopping her service when she started a Synod Call in April of 2024. Pastor Jessica also presented at the Synod Assembly on the Women and Justice Social Statement in 2018, and in 2022 in the stewardship presentation.

**Three Ministry Gifts Important for Position:**

Innovation and Creativity, Ministry with Millennials, Gen Z and Youth, Community Organizing

**Vision for the Church in a Changing World:**

My hope and vision is that of radical community building and living - being a people that take Jesus' calls to community seriously. This includes, but is not limited to, reaching across boundaries and barriers towards people we disagree with, sharing resources abundantly, and learning to let go of old structures/policies/traditions that no longer serve us but rather create barriers to authentic ministry and sharing of the gospel. This is a vision of a church that is "messy", has permission to break the rules, and puts God's love and Jesus' example above all other priorities.

**2025 Churchwide Assembly Voting Member**

Debi Stromberg, Creator Lutheran, Clackamas  
(Lay, Woman)

**Congregational Activities:**

Creator Youth leader, 2004- current; Transition Team & Call Committee, 2021-2023 Creator Land and Housing team, 2022-current, Creator Land Use/ Garden Team, 2023-current, Past Activities-Racial Justice book studies, Interfaith Movement for Immigrant Justice team, council positions, etc.

**Synod and Community Activities:**

Oregon Synod Reparations Team & Road Trip team; Oregon Synod Reckoning with Racism team; Synod Assemblies' as youth mentor past 10-12 years

**Three Ministry Gifts Important for Position:**

Passion for empowering youth; passion for lifting voices & stories of other marginalized people (Black, Latinx, Indigenous and Queer); and passion for reparations work.

### Vision for the Church in a Changing World:

I long for collective church movement toward transformational, Jesus-following actions which see, touch, listen deeply and lift into leadership those who've been marginalized or ignored. (Including Nature!) Transformed by seeing the Sacred in all life, we are led into loving liberation and abundant life for the oppressed, all of creation, and ourselves!

# Report of the Bishop



Oregon Synod



## Bishop's Report to the 2024 Synod Assembly

### The Way of Jesus: Embodied Spiritual Friendship

You might have noticed that I like to sign my emails and letters "With you on the Way." The earliest friends and followers of Jesus did not call themselves Christians. That came later. Scholars tell us that after Christ's resurrection, his disciples called

themselves people of the Way. We might well pause here and wonder together about all that is underneath that phrase; what the ragtag, diverse communion of faith was likely saying in that... *followers of the Way*. We are followers of the Way of Jesus, the Way of forgiveness, the Way of steadfast love, the Way of resistance to empire, the Way of refusing to participate in injustice, the Way of recognizing the face of God, the shimmering dignity, in every other human. It's quite a calling, this. When we do that, we become, as one of my friends said recently, "Ministers of the Impossible." We can dream big and yet walk humbly. This is a calling many of my "secular" neighbors and nieces and nephews could understand. It is, in its most basic sense, what we might call discipleship, and it is a powerful reminder of the essentials of this ancient, living treasure we've been given.

As I travel through the amazing trees and quiet valleys of the Oregon Synod, I try to ask myself questions related to this:

- As we work and live, celebrate and grieve, are we mindful of how we are walking, or not walking, Christ's Way?
- Are we immersing ourselves in fresh readings of the ancient stories of who and how Jesus lived, died and was resurrected?
- Are we awake, looking around to find what Christ's Spirit is up to in and outside of the church?
- Are we willing to name "empire" as empire, and resist its dehumanizing ways?
- Are we willing to listen to the ideas of others, and to loosen our tightly held preconceptions so that we might find Spirit, as Martin Luther's says, where we least expect it?
- Are we willing then to join in the risky movement of that Holy Ruah Wind in the world God so loves?

I am so grateful that ours is a faith of relationship, of incarnation! We proclaim the Word made flesh, God - the Universal Source of all that is - *with us*, come in the form of a vulnerable, small and beautifully enfleshed infant. As this young one grew, he touched lepers, celebrated children, ate with tax collectors, sat with the rejected, healed widows and touched bodies.

In the Oregon Synod this year and last, we've been exploring holy friendship through sacred encounters. These are the kind of relationships that result not in proselytization, per se, but in mutual transformation. I suspect that many of you could quickly share names and stories about people who have been a transformational force for you in your life. I suspect that many of you could share names of friends in your faith community who have been that kind of loving force of transformation in your life. If we have found a spiritual communion like that, we are blessed! As your Bishop, I see

those kinds of spiritual communities all around - in Bend, Astoria, Woodburn, Eugene, Gresham, Medford, Klamath Falls and so many more places around this gorgeous state - and some of them are even churches!

Thanks to the reality of Zoom, we are learning those stories from one another directly. A new preaching circle for lay leaders gathers people from Klamath Falls, Vale, Portland, Newberg, Cave Junction and elsewhere to dig into the Sunday's texts where it meets their lived life and then prepare to preach Good News, with faith and conviction. Online Cohorts draw together mature leaders from Eugene and Grants Pass who listen to young leaders from Beaverton and Bend, and other groups gather souls from Florence, The Dalles and North Portland to dream about prayer, music and healing.

In one of our ecumenical Cohorts, we unpack our land stories and the many facets of ongoing racism throughout Oregon history; other Cohorts work on discernment and decision around limited resources and creative, faithful ways forward. Your synod currently hosts at least twelve active Cohorts, which include more than 75 small groups, and thus over 450 individuals together exploring community vitality, rural ministry, congregational leadership, housing and houselessness, racial justice, climate resilience, worship, scripture, theology and more. Imagine what Spirit is doing in those circles of sharing and discernment! If you'd like to hear about these groups, I invite you to sign up on our website [oregonsynod.org](http://oregonsynod.org) under ENEWS for our email newsletters!

But it's not just individual relationships. Friendship can be a collective journey as well. The Oregon Synod currently has more than nine congregations which are in partnerships of two or more congregations, seven of which are intentional ecumenical communities resulting from years of collective collaboration and discernment. Six congregations have started a "friendship process" to explore deepening relationships with one another for the sake of Christ's life and life abundant.

Thanks be to God, we are not all the same. Our churches, our cities, our gifts and our passions differ. Yet when our sacred encounter is full of depth, vulnerability and Spirit, then inevitably vitality, hope and possibility emerge. Methodists in McMinnville, Episcopalians in Heppner and Presbyterians in Clatskanie do not worship or sing exactly like Lutherans, and because of that, we in the ELCA receive depth and richness from others through Christ Jesus who unites us. Beloved in the Oregon Synod, what could God's Spirit unleash if we all dared to be connected in a meaningful way with one another - with our congregations, with our neighborhoods and with each other across the Oregon Synod?

Our 2024 Oregon Synod theme, "*The Way of Jesus: Embodied Spiritual Friendship*" is all about such possibilities. Our keynote speaker this year, Rabbi Benjamin Barnett of Havurah Shalom invites us to ask ourselves: How is God longing

to work through our relationships to transform us, our congregations and our neighborhoods? What do our ancient siblings teach us about live-giving friendships? And, even more basic: How open are we to being transformed?

Much of what we are doing in the Bishop's office has to do with this: hosting or supporting sacred encounters through the Lay School of Theology; Capacity Discernment Cohorts; Rural Ministry Cohorts; Retired Ministers' Cohorts; Reckoning with Racism Cohorts; Chaplain Support Circle; Lay Preaching Circle; Climate Resilience Cohorts; Distinct Congregational Presidents, Musicians and Treasurers cohorts; Spiritual and Theological Mutual Accompaniment groups; Candidacy processes; Anti-Racism Network; local Cluster gatherings; Transition/Interim Pastors Groups and Transformational Transitions Facilitators Sessions; Stewardship cohorts; Kaleidoscope Institute Facilitator Trainings; First Call Theological Education week for new deacons and pastors, and more.

Who are we in the Oregon Synod?

The Oregon Synod is together, two campus ministries, six mission starts, one Christian camp and 104 congregations. We celebrate Luther House, a campus ministry of the ELCA located at the Oregon State University in Corvallis and Good Soil, a campus ministry of the ELCA located at the University of Oregon in Eugene. Camp Lutherwood is a Lutheran camping ministry just outside Cheshire, started by a few simple dreaming chats in Eugene area churches.

We work with two hospital systems born of Lutherans, Legacy Health in Portland and SW Washington, and Columbia Memorial Hospital in Astoria. Lutheran Community Services Northwest has offices in Portland and ministries in Astoria, Prineville, Klamath Falls, McMinnville and Beaverton. Our mission developers are working with the LGBTQ community through Queer Enough, Spanish-speakers in the Cully Neighborhood and in the Willamette Valley, and young adults and families from across the state via Together Lab, Storyline and Story Dwelling. We partner closely with Pacific Lutheran University in Tacoma, WA, Luther Theological Seminary in St. Paul, MN, and Pacific Lutheran Theological Seminary in Berkeley, CA.

This is a big year for congregational anniversaries! Two will be celebrating 125 years of ongoing ministry in Oregon, thanks be to God: Trinity Lutheran in Gresham and Christ Lutheran in Aurora. Three more will be celebrating 100 years! St. Mark Lutheran in Salem, First Lutheran in St. Helens and Central Lutheran in Portland.

In 2023 we ordained four new, gifted rostered ministers, including one deacon, to serve in our synod. Eight pastors and one deacon accepted new calls as new leaders to the Oregon Synod and four more accepted new calls within the synod. Nine pastors retired. Your ministries grow and change and transform, yes, but the

ripples do not stop touching the lives of our neighbors even into the distant, far-off future.

Oregon Synod, we are all better because of our growing spiritual friendships, because of how God’s Spirit works through our broken and beloved bodies, and because of you! Thank you for being true ministry partners with us in the world God loves.

*Set me as a seal upon your heart, as a seal upon your arm,  
For love is strong as death... Its flashes are fire, the very flame of God.*  
*Song of Songs 8:6*

Yours in God’s service,



Bishop Laurie Larson Caesar, Oregon Synod, ELCA

# Bishop’s Statistical Report

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*April 2023-March 2024*

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[ELCA Ordinations](#)

Rev. Emillie Binja.....Creator Lutheran Church, Clackamas  
Sister India Jensen Kerr.....St. Andrew Lutheran Church, Beaverton  
Rev. Sena Norton..... Holy Cross and Good Shepherd Lutheran Church, Salem  
Rev. John Smithies.....Atonement Lutheran Church, Newport

[ELCA Rostered Leaders Who Moved into the Synod](#)

Rev. John Barton.....West Linn Lutheran Church, West Linn

Rev. Nicholas Droge.....Retired  
 Rev. Matthew Goodrich.....Faith Lutheran Church, Roseburg  
 Rev. Janine Goodrich.....Faith Lutheran Church, Roseburg  
 Rev. Robert Grosch.....Retired  
 Rev. Jonathan Myers.....Calvary Lutheran Church, Grants Pass  
 Sister Jennifer Myers..... Calvary Lutheran Church, Grants Pass  
 Rev. Gary Rhinesmith.....Retired  
 Rev. Raymond Wade.....Retired

#### [ELCA Rostered Leaders who Moved out of the Synod](#)

Rev. Stan Berntson.....Retired  
 Rev. John Coffey.....Retired  
 Rev. Dawn Coffey.....Retired  
 Rev. Steve Dow.....NW Synod of Wisconsin  
 Rev. Kim Frenz.....Retired  
 Rev. Laura O'Brien.....SW California Synod  
 Rev. Mike Ostrom.....NW Intermountain Synod  
 Rev. Joy Proper.....South Dakota Synod  
 Rev. Wesley Sackman.....Retired  
 Rev. Sarah Schaffner.....NW Synod of Wisconsin  
 Rev. Rebecca Swee.....Retired  
 Rev. Peggy Yingst.....Northeast Synod  
 Rev. David Zellmer.....Retired

#### [ELCA Rostered Leaders Who Moved Calls Within the Synod](#)

Rev. Katherine Brick.....Interim, Faith Lutheran Church Keizer  
 Rev. Robert Neubert..... First Lutheran Church, St. Helens  
 Rev. Sara Gross Samuelson.....Gethsemane Lutheran Church, Portland

Rev. Emerson Remmers.....Grace, Corvallis

### Retirements

Rev. Arron Couch.....1/1/2024  
Rev. Matthew Eagan.....6/1/2023  
Rev. Linda Easterling.....11/1/2023  
Rev. Dan Heath.....1/20/2024  
Rev. Dan Schlewitz.....7/1/2023  
Rev. Joel Schmitz.....9/1/2023  
Rev. Doug Vold.....10/1/2023  
Rev. Melinda Wagner.....1/1/2024  
Rev. Peggy Yingst.....10/1/2023

### Anniversaries of Ordinations over 25 years

#### 25 YEARS

Rev. Jeffrey D Kallevig .....8/1/1999  
Rev. John W Stevens .....12/5/1999  
Rev. Robyn M Hartwig.....1/3/1999  
Rev. Virginia E Eggert..... 6/13/1999

#### 30 YEARS

Rev. Jill E Rowland.....6/26/1994

#### 35 YEARS

Rev. Colleen R Nelson..... 8/20/1989  
Rev. Daniel N Heath .....12/3/1989  
Rev. Craig Johnson..... 5/28/1989  
Rev. Jeff N Olsgaard..... 5/21/1989



Rev. Louis J Schneider .....	1/8/1989
Rev. Sandra A Walker.....	12/31/1989
Deacon Susan R. Werner Reiser.....	1/14/1989

#### 40 YEARS

Rev. Charles E Mantey.....	11/25/1984
Rev. David A Knapp .....	7/29/1984
Rev. Dianne Bloemker Eller.....	6/3/1984
Rev. Edward L Milliken.....	4/1/1984
Rev. Joan L Beck .....	9/30/1984
Rev. John H Beck.....	10/28/1984
Rev. Karl J Pishaw.....	6/24/1984
Rev. Katheryn M King .....	6/15/1984
Rev. Matthew E Littau.....	9/14/1984
Rev. Robert A Kugler.....	7/18/1984
Rev. Robert B McIntyre.....	9/16/1984

#### 45 YEARS

Rev. James D Boyer.....	10/6/1979
Rev. Nicholas C Doversberger.....	6/3/1979
Rev. Yukio Hamada.....	9/16/1979

#### 50 YEARS

Rev. Bertha T von Craigh.....	9/8/1974
Rev. John N Wecker .....	5/5/1974
Rev. O S Chet Evenson.....	2/24/1974
Rev. R Thomas Ashbrook Jr.....	8/11/1974

55 YEARS

Rev. Daniel Y Quello.....	11/27/1969
Rev. James J Liefeld.....	8/3/1969

60 YEARS

Rev. Eugene H Luttmann.....	1/1/1964
Rev. Jules J Auger.....	6/3/1964
Rev. Clarence Stomp.....	5/20/1964

65 YEARS

Rev. Donald L Tigges.....	6/14/1959
Rev. Louis F G Brunner.....	6/20/1959

Congregation Anniversaries

125 YEARS

- Trinity Lutheran Church, Gresham
- Christ Lutheran Church, Aurora

100 YEARS

- St Mark Lutheran Church, Salem
- First Lutheran Church, St. Helens
- Central Lutheran Church, Portland

75 YEARS

- Pilgrim Lutheran Church, Portland
- Faith Lutheran Church, Roseburg
- New Life Lutheran Church, Florence
- Holy Cross Lutheran Church, Salem

50 YEARS

- Shepherd Of The Valley Lutheran Church, Beaverton

25 YEARS

Community Of Christchurch, Portland



Oregon Synod

# Report of the Vice President

Dear Siblings in Christ

This has certainly been quite a year of learning for me as your new Vice President. I would like to thank Greg Shea, your previous Vice President for all that he has done. I have come to appreciate and have benefited greatly from his work.

For many of us, our experience of being the Lutheran church pretty much revolves around our home congregation. It is our community where we



worship together. It is the organization that often helps facilitate our reaching out to be Christ in our world. Our local synod and the church wide organization are a bit more abstract as we don't have as much contact with them. Whenever my children move to a new place, I always love to go visit so that I have a clearer mental image of what their life is like. There is something about being able to visualize their home and work that helps me feel more closely connected. This last year has been that for me with both the Oregon Synod and the Churchwide organization. I have been blessed with the opportunity to be a part of both and to see how they reach out to be Christ in the world. What I have really learned is that **"they"** is really **"us"**. Yes, there is a Bishop's Office but the Synod is really all 111 congregations in Oregon. The ELCA is 65 Synods in the U.S. composed of 8,900 congregations. Your support of your congregation is vital to your local community. Your congregational support of your Oregon Synod is also vital to the larger community. Out of the Mission Support that our congregations give to our Synod, 42% is passed on to Churchwide to do our work there as well. What happens at these levels is not always as visible on a day to day basis, but it is so important.

An example of what our synod does is to accompany our congregations in transition. We currently have about 1/3 of our congregations in transition. This is a historically very high number in a time with fewer available pastors. This process can be quite varied depending on the status of the congregation. It can involve a call process, interim pastors, bridge pastors and transitional coordinators. Our staff works hard to find candidates that fit a particular congregation's needs. This can sometimes take the form of creative solutions such as inter-denominational congregations or Synod Authorized Lay Ministers. They also walk with congregations contemplating holy closure. This all takes an immense amount of time and effort by our staff. Quite honestly, we are currently understaffed to be able to meet all the challenges. We have had some amazing financial gifts this year and hopefully we will be able to improve this situation.

The Churchwide assembly, which happens every 3 years, will occur in July of 2025 in Phoenix Arizona. We will be electing our representatives to attend and vote. This will be a big assembly as we will be electing a new presiding bishop as Bishop Elizabeth Eaton will be stepping down. We will also be looking at some possible revisions to the 2009 Human Sexuality: Gift and Trust statement.

I have been blessed this year watching an amazingly beautiful, Christ -filled dance that honors and appreciates traditional Lutheran culture and yet looks forward with open eyes and hearts toward the horizon of what we are becoming as a church. We have what we call our "Horizon Statement". I hope you like it as much as I do.

*Moved by the*

*Mystery of Love,  
we are, and are becoming, a  
wild web of relationship,  
a communion of communities,  
cultures and diverse faith  
experiences walking into life  
as we seek the life of the world  
together, trusting in the  
liberating Spirit Jesus brings*

Peace be with you,

Paul Stromberg  
Oregon Synod Vice President  
vp@oregonsynod.org

## Treasurer's Report



Oregon Synod

April 16, 2024 – The Third Week of Easter

From Luke 24: "Peace be with you...why are you frightened... then He opened their minds to understand... repentance and forgiveness is to be proclaimed in His name to all nations...you are witnesses of these things."

Greetings to all in the Oregon Synod!

I'm switching it up this year, bringing you a shorter report. I hope this gives you the information you need to discuss the financial matters of our Synod and cast your votes regarding the budgets. I hope your minds will be opened to understand...



The overall financial health of the Oregon Synod is good, but there are several significant factors impacting us, as we live out FY 2024, and look toward next year (FY 2025):

- Mission Support (the unrestricted regular remittances each congregation makes to the Synod) continues to decline. FY 2023 was ahead of last year ~\$45,500 at the end of September, but it ended the year ~\$16,800 less than the prior year. In the first two months of the current year, Mission Support is ahead of last year by ~\$24,700. That is a hopeful sign! Although other funding sources are giving us a boost, it's critical the congregations of the Oregon Synod are engaged in supporting it.
- Expenses are well controlled. FY 2023 ended with total expenses ~\$42,700 under budget.
- Grant dollars, to specific mission and ministry projects, continue to flow in, including:
  - Together Lab received a second grant from the Lilly Endowment, this time for \$1,250,000.
  - The grant from Churchwide for Disaster Preparedness and Relief was renewed, with \$250,000 received in FY 2023, and another \$200,000 anticipated in FY 2024.
- The Synod Council's adoption of a new policy, levying an administrative fee on outside grant income, when allowed, significantly enhances the General Fund. These dollars help pay for the additional administrative burden these grants create for us.
- Strong investment earnings at ELCA Foundation Ministry Growth Fund strengthen the Synod Endowment Fund, and several Synod Reserve funds, particularly the Primary Reserve fund.
- Increased cash (mainly the new grant dollars) on which we earn interest, plus higher interest rates, results in significantly higher interest income, which supports the General Fund.
- A very generous but unexpected bequest was received in late March 2024, from the Estate of William Hamann; it totals ~\$388,500. These dollars will not only boost several reserve funds but also allow us to add staff that we have urgently needed but have not had the funds to afford.

A year ago, I brought a very conservative proposed budget for FY 2024. It was in response to the declining Mission Support, and the lack of any other prospects for new funding. It did not anticipate the developments outlined above.

Our current circumstances are quite different. We have sufficient resources to hire some additional staff, and that's good because there is lots of work to do!

We do, however, need your okay, your agreement: We're proposing to revise the FY 2024 (February 1, 2024-January 31, 2025) Budget above the level you approved last year; we need the approval of the Assembly to do this. To my knowledge, this has never been done before in the Oregon Synod, but I've learned it has been done in other synods, and there is nothing in our Constitution, Bylaws or Policies that prevents it.

The Budget document that accompanies this report has four columns of figures: The first one is FY 2023 Actual results. The second column is the FY 2024 Budget we presented, and the Assembly adopted in May 2023. The third column is the Revised FY 2024 Budget we are now proposing for approval at the Assembly on June 1. Finally, the fourth column is the FY 2025 Budget also being presented for approval on June 1. Yes, we are asking you to consider TWO budgets!

The Revised FY 2024 Budget exceeds the one approved last year by ~\$124,000. You will see that, although we are NOT expecting any increase in Mission Support, we do have additional Revenues available from other sources that we could not have anticipated a year ago. This Revised Budget gives increased support to our Affiliated Organizations, like Campus Ministry. It provides additional funding for Synod-wide Activities and for Staff Travel. Most significantly, it provides additional staff, equivalent to 1.5 FTE, to be hired in the next few months, as well as additional Human Resources support, probably contracted. It allows Bp. Laurie to "beef up" her staffing, to meet the many and various needs of the congregations of our Synod, as well as continue the Innovation Projects underway. The Synod Finance Committee and the Synod Council are bringing it to you with a DO PASS recommendation. Thank you in advance for considering this unusual, but worthy action!

The Proposed FY 2025 Budget grows again, by ~\$118,000 over FY 2024. We believe we will have the necessary Revenues to accomplish this plan; this includes a goal of INCREASING Mission Support by \$30,000, or 3.4%. This is doable, not only in light of the continued strong economy, but also as our additional staffing bears fruit: We expect more pastoral vacancies being filled, and more congregations discovering new ways to meet the challenges of the future.

Expense increases in FY 2025 include another \$8,000 for Affiliated organizations and funding the new staff positions for the entire year. Provisions for appropriate COLAs for staff are also included. Bp. Laurie and her staff, as well as the Finance Committee and the Synod Council, recognize both budgets are bold proposals, but we think they represent the proper funding for the proper workout Synod needs to be doing. Each budget continues to share in the work at ELCA Churchwide, with our continued pledge of 42% of Mission Support being passed on to support the work of Presiding

Bishop Elizabeth and her staff. We humbly and earnestly solicit your approval of this Budget.

As I reflect on almost six years of serving you as Synod Treasurer, I'm almost overwhelmed with the things to which I "have been a witness." Although there have been financial issues, the unique challenges of COVID, which started four years ago, will always stand out. COVID forced our congregations, as well as the Oregon Synod, to rethink how we do ministry. Sometimes it precipitated or heightened the changes/challenges we all face: Things that were in the back of our minds suddenly became very real, very quickly. But in it all, I have been reminded of God's peace, that there is no reason to be frightened, that repentance and forgiveness are to be proclaimed in His name... and I have been a witness!

I've said it before: Church is NOT about the money, but we need dollars to fuel the work we do. My goals as your Treasurer are to be fully transparent as I help all of us better understand our finances and assure you that we are stewarding them faithfully. We are being good stewards of the Synod's financial resources. If you need more information to help you or your congregation understand the financial issues, please don't hesitate to reach out to me!

I have about two years left in my term. God willing, I intend to complete it. But in 2026, you will be asked to elect a new Treasurer; it's time for younger minds to pick up the tasks! God will raise up an individual for this; let's pray the right person is listening to God's call. I'm also always looking for more individuals to engage in the money discussions as part of the Finance Committee; if you think that's something you would like to try, please contact me.

It is a privilege, and an honor, to do this unique task. I thank you for your trust, even as I solicit your prayers. As always, I am thankful to a patient and understanding Bishop (and her staff!) who recognizes and participates in a partnership to accomplish this work. I'm thankful to a supportive and encouraging Synod Finance Committee and a committed and engaged Synod Council, especially my fellow officers. Most of all, I'm thankful for my bride (of almost 50 years!!) for quietly cheering me on (or reining me in when necessary!). I love you Nancy, for so many things, but in this case, for the love of our Church that you share with me.

Blessings in your day!

For the sake of the world, in Jesus's name,

Mark Dickman, Treasurer

(503) 991-7006

[finance@oregonsynod.org](mailto:finance@oregonsynod.org)

In His service,

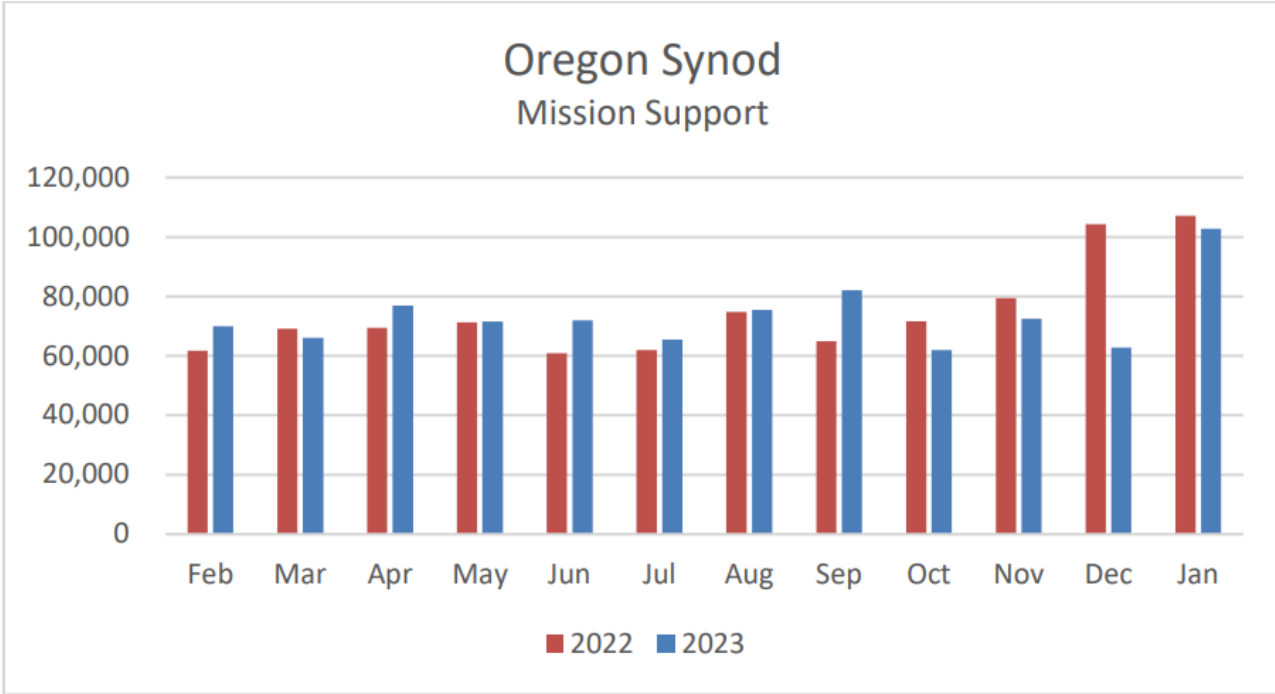


*Mark Dickman*

Mark Dickman, Treasurer

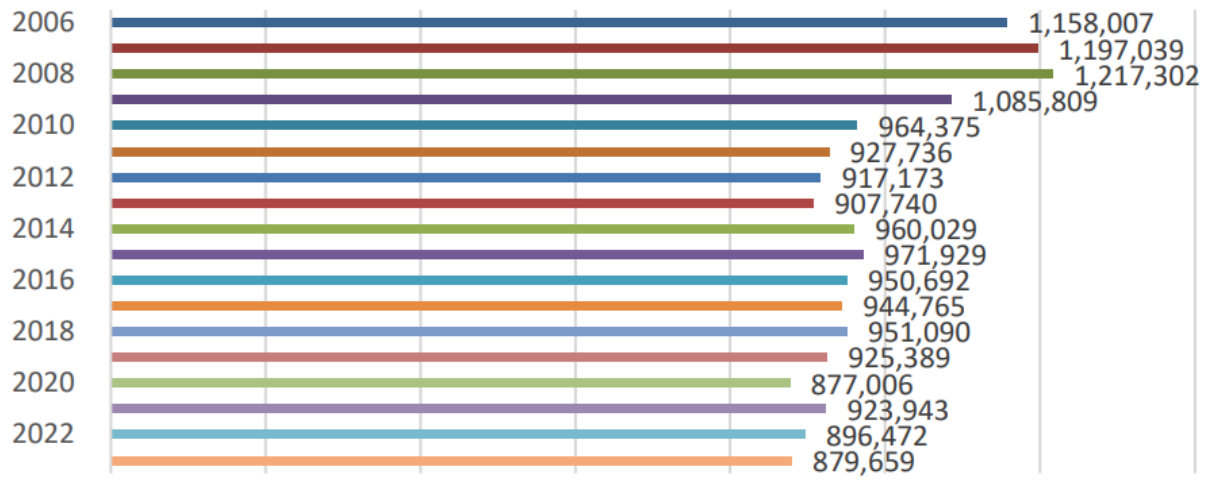
**OREGON SYNOD  
OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA**

**SELECTED FINANCIAL REPORTS  
FY 2023 (Feb. 1 2023-Jan. 31, 2024)**



## Oregon Synod

### Mission Support through January



**Oregon Synod  
Consolidated Balance Sheet  
January 31, 2024**

	<u>General</u>	<u>Restricted</u>	<u>Loan</u>	<u>Mission</u>	<u>Endowment</u>	<u>Combined</u>
<b>ASSETS</b>						
<b>CURRENT ASSETS</b>						
Cash	114,147.82	332,732.75	0.00	142,882.46	13,545.82	603,308.85
Short-Term Investments	0.00	0.00	0.00	0.00	0.00	0.00
Accounts Receivable	0.00	0.00	0.00	0.00	0.00	0.00
Other Current Assets	0.00	0.00	0.00	0.00	0.00	0.00
<b>TOTAL CURRENT ASSETS</b>	<u>114,147.82</u>	<u>332,732.75</u>	<u>0.00</u>	<u>142,882.46</u>	<u>13,545.82</u>	<u>603,308.85</u>
<b>NON CURRENT ASSETS</b>						
Long-Term Investments	0.00	2,623,464.32	0.00	375,000.00	150,864.94	3,149,329.26
Property, Plant & Equipment	0.00	0.00	0.00	0.00	0.00	0.00
Less Accumulated Depreciation	0.00	0.00	0.00	0.00	0.00	0.00
Notes Receivable	0.00	0.00	11,457.17	0.00	0.00	11,457.17
<b>TOTAL NONCURRENT ASSETS</b>	<u>0.00</u>	<u>2,623,464.32</u>	<u>11,457.17</u>	<u>375,000.00</u>	<u>150,864.94</u>	<u>3,160,786.43</u>
<b>TOTAL ASSETS</b>	<u>114,147.82</u>	<u>2,956,197.07</u>	<u>11,457.17</u>	<u>517,882.46</u>	<u>164,410.76</u>	<u>3,764,095.28</u>
<b>LIABILITIES</b>						
<b>CURRENT LIABILITIES</b>						
Accounts Payable	4,000.00	0.00	0.00	0.00	0.00	4,000.00
Loan Payable	0.00	0.00	0.00	0.00	0.00	0.00
Payroll Withholdings	184.47	3.55	0.00	334.52	0.00	522.54
Deferred Revenue	0.00	0.00	0.00	0.00	0.00	0.00
<b>TOTAL CURRENT LIABILITIES</b>	<u>4,184.47</u>	<u>3.55</u>	<u>0.00</u>	<u>334.52</u>	<u>0.00</u>	<u>4,522.54</u>
<b>LONG-TERM LIABILITIES</b>						
Long-Term Debt	0.00	0.00	0.00	0.00	0.00	0.00
<b>TOTAL LIABILITIES</b>	<u>4,184.47</u>	<u>3.55</u>	<u>0.00</u>	<u>334.52</u>	<u>0.00</u>	<u>4,522.54</u>
<b>FUND BALANCE</b>						
Restricted Funds	0.00	2,956,193.52	0.00	495,995.10	164,410.76	3,616,599.38
Reserved Funds	0.00	0.00	0.00	0.00	0.00	0.00
Beginning Fund Balance	109,963.35	0.00	393,025.66	0.00	1,990.49	504,979.50
YTD Fund Balance	0.00	0.00	(381,568.49)	21,552.84	(1,990.49)	(362,006.14)
<b>TOTAL FUND BALANCE</b>	<u>109,963.35</u>	<u>2,956,193.52</u>	<u>11,457.17</u>	<u>517,547.94</u>	<u>164,410.76</u>	<u>3,759,572.74</u>
<b>TOTAL LIABILITIES &amp; FUND BAL</b>	<u>114,147.82</u>	<u>2,956,197.07</u>	<u>11,457.17</u>	<u>517,882.46</u>	<u>164,410.76</u>	<u>3,764,095.28</u>

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**Region 1 of the ELCA**  
**Summary of Temporary Restricted Accounts - YTD Activity**  
**Oregon Synod**  
**February 2023 to January 2024**  
**Note: The Report Option to include Open Transactions is selected.**

Page : 1

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<b><u>Temporary Restricted</u></b>				
<b><u>Council Designated</u></b>				
02-341-01165 - FH-Courageous Love Fund	(\$9,980.58)	\$103,869.00	\$30,061.00	\$63,827.42
02-341-01185 - FH-Endowment for Affiliated Orgs	\$0.00	\$428,949.75	\$37,786.32	\$391,163.43
02-341-04085 - FH-Racial Repair & Relationship	\$700.00	\$14,751.57	\$6,200.00	\$9,251.57
02-341-04095 - FH-Grants not yet designated	\$0.00	\$25,000.00	\$0.00	\$25,000.00
02-341-04195 - FH-Companion Synod	\$2,959.81	\$0.00	\$987.40	\$1,972.41
02-341-04225 - FH-Disaster Preparedness	\$64,475.64	\$846.84	\$846.84	\$64,475.64
02-341-04235 - FH-ERTC Application	\$0.00	\$0.00	\$3,000.00	(\$3,000.00)
02-341-04335 - FH-Lay Sch of Theo. Revenues	\$8,236.56	\$6,138.74	\$8,750.00	\$5,625.30
02-341-04535 - FH-New Min/Mission Starts	\$1,500.00	\$0.00	\$0.00	\$1,500.00
02-341-04555 - FH-Lilly Grant II	\$0.00	\$1,250,000.00	\$18,750.00	\$1,231,250.00
02-341-04565 - FH-Lilly Grant I	\$507,148.00	\$0.00	\$196,617.00	\$310,531.00
02-341-04575 - FH-Bishop Transition Fund	\$50,000.00	\$25,000.00	\$0.00	\$75,000.00
02-341-04615 - FH-Bishops Convocation	\$7,970.92	\$21,230.20	\$21,473.08	\$7,728.04
02-341-04775 - FH-Aid to Rostered Staff in Crisis	\$18,616.07	\$1,022.95	\$1,604.50	\$18,034.52
02-341-04805 - FH-Oregon Disaster Relief	\$21,567.75	\$1,500.00	\$8,291.79	\$14,775.96
02-341-05025 - FH-Bishop's Mission Fund	\$2,804.99	\$1,000.00	\$2,727.20	\$1,077.79
02-341-05935 - FH-Primary Reserve	\$162,455.26	\$161,061.10	\$91,225.39	\$232,290.97
02-341-06325 - FH-Interim Support	\$13,038.63	\$0.00	\$200.00	\$12,838.63
02-341-30005 - FH-New Beginnings	\$476,284.75	\$53,531.57	\$121,826.01	\$407,990.31
02-341-54105 - FH-Youth Ministry Support	\$250.00	\$0.00	\$0.00	\$250.00
02-346-00005 - FH-Oregon Synod Assembly	(\$9,701.86)	\$24,543.36	\$11,882.51	\$2,958.99
02-346-06005 - FH-Synod Council Travel	\$1,100.47	\$3,867.50	\$0.00	\$4,967.97
02-349-10005 - FH-Legacy Chapel	\$35,858.00	\$720.18	\$30,720.18	\$5,858.00
<b>Total Council Designated</b>	<b>\$1,355,284.41</b>	<b>\$2,123,032.76</b>	<b>\$592,949.22</b>	<b>\$2,885,367.95</b>
<b><u>Temporarily Donor Restricted</u></b>				
02-341-04715 - FH-Byberg Homiletic	\$68,465.96	\$28,320.20	\$25,985.59	\$70,800.57
02-341-04745 - FH-Alert Seminary Scholarship Gift	\$125.00	\$8,487.66	\$8,587.66	\$25.00
<b>Total Temporarily Donor Restricted</b>	<b>\$68,590.96</b>	<b>\$36,807.86</b>	<b>\$34,573.25</b>	<b>\$70,825.57</b>
<b>Total Temporary Restricted</b>	<b>\$1,423,875.37</b>	<b>\$2,159,840.62</b>	<b>\$627,522.47</b>	<b>\$2,956,193.52</b>

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**Region 1 of the ELCA**  
**Summary of Endowment Restricted Accounts - YTD Activity**  
**Oregon Synod**  
**February 2023 to January 2024**  
**Note: The Report Option to include Open Transactions is selected.**

Page : 1

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<b><u>Temporary Restricted</u></b>				
<b><u>Temporarily Donor Restricted</u></b>				
05-341-70015 - FH-Endow Board Operations/Outreach	\$7,354.04	\$1,990.49	\$0.00	\$9,344.53
<b>Total Temporarily Donor Restricted</b>	<b>\$7,354.04</b>	<b>\$1,990.49</b>	<b>\$0.00</b>	<b>\$9,344.53</b>
<b>Total Temporary Restricted</b>	<b>\$7,354.04</b>	<b>\$1,990.49</b>	<b>\$0.00</b>	<b>\$9,344.53</b>
<b><u>Permanent Restricted</u></b>				
05-341-20005 - FH-Creative Ministries Corpus	\$81,887.49	\$2,650.00	\$0.00	\$84,537.49
05-341-20055 - FH-Creative Ministries Earnings	\$36,413.95	\$15,350.52	\$5,983.32	\$45,781.15
05-341-20205 - FH-Victoria Delk Fund	\$22,968.75	\$2,915.08	\$1,136.24	\$24,747.59
<b>Total Permanent Restricted</b>	<b>\$141,270.19</b>	<b>\$20,915.60</b>	<b>\$7,119.56</b>	<b>\$155,066.23</b>

February 2023 to January 2024

Note: The Report Option to Include Open Transactions is selected.  
General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
<b>Revenues</b>							
Support from Congregations							
01-501-00005 - Mission Support-OR	\$102,794.26	\$879,659.14	\$895,000.00	\$15,340.86	98.29 %	\$896,471.65	(\$16,812.51)
<b>Total Support from Congregations</b>	<b>\$102,794.26</b>	<b>\$879,659.14</b>	<b>\$895,000.00</b>	<b>\$15,340.86</b>	<b>98.29 %</b>	<b>\$896,471.65</b>	<b>(\$16,812.51)</b>
Support from Churchwide							
01-515-10005 - EOCM-DEM Grant	\$0.00	\$118,297.52	\$118,298.00	\$0.48	100.00 %	\$117,055.68	\$1,241.84
<b>Total Support from Churchwide</b>	<b>\$0.00</b>	<b>\$118,297.52</b>	<b>\$118,298.00</b>	<b>\$0.48</b>	<b>100.00 %</b>	<b>\$117,055.68</b>	<b>\$1,241.84</b>
Support from other Partners							
01-502-00005 - Courageous Love support	\$5,750.00	\$23,000.00	\$23,000.00	\$0.00	100.00 %	\$35,340.00	(\$12,340.00)
01-512-00005 - Gifts/Horizon support	\$5,998.54	\$55,966.36	\$55,966.36	(\$35,966.36)	279.83 %	\$68,100.57	(\$12,134.21)
01-514-00005 - Other Grants	\$30,000.00	\$30,000.00	\$30,000.00	\$0.00	60.00 %	\$0.00	\$30,000.00
<b>Total Support from other Partners</b>	<b>\$41,748.54</b>	<b>\$108,966.36</b>	<b>\$93,000.00</b>	<b>(\$15,966.36)</b>	<b>117.17 %</b>	<b>\$103,440.57</b>	<b>\$5,525.79</b>
Support from Synod Reserves							
01-513-00005 - New Beginnings support	\$25,000.00	\$100,000.00	\$100,000.00	\$0.00	100.00 %	\$100,000.00	\$0.00
01-517-10005 - Primary Reserve Transfer	\$16,000.00	\$64,000.00	\$64,000.00	\$0.00	100.00 %	\$41,800.00	\$22,200.00
01-517-30005 - SALM Fund Transfer	\$2,000.00	\$8,000.00	\$8,000.00	\$0.00	100.00 %	\$15,650.00	(\$7,650.00)
01-520-00005 - Endowment for Affiliated Org	\$4,875.00	\$19,500.00	\$19,500.00	\$0.00	100.00 %	\$0.00	\$19,500.00
<b>Total Support from Synod Reserves</b>	<b>\$47,875.00</b>	<b>\$191,500.00</b>	<b>\$191,500.00</b>	<b>\$0.00</b>	<b>100.00 %</b>	<b>\$157,450.00</b>	<b>\$34,050.00</b>
<b>Other Income</b>							
01-521-00005 - Interest Earnings	\$9,169.11	\$30,054.50	\$18,500.00	(\$11,554.50)	162.46 %	\$8,988.11	\$21,066.39
01-530-00005 - Other Income	\$0.00	\$0.00	\$500.00	\$500.00	0.00 %	\$200.00	(\$200.00)
01-535-00005 - Admin Fees on Grants	\$21,537.00	\$21,537.00	\$0.00	(\$21,537.00)	0.00 %	\$0.00	\$21,537.00
<b>Total Other Income</b>	<b>\$30,706.11</b>	<b>\$51,591.50</b>	<b>\$19,000.00</b>	<b>(\$32,591.50)</b>	<b>271.53 %</b>	<b>\$9,188.11</b>	<b>\$42,403.39</b>
<b>Total Revenues</b>	<b>\$223,123.91</b>	<b>\$1,350,014.52</b>	<b>\$1,316,798.00</b>	<b>(\$33,216.52)</b>	<b>102.52 %</b>	<b>\$1,283,606.01</b>	<b>\$66,408.51</b>
<b>Expenses</b>							
Support of Churchwide							
01-603-00005 - Churchwide Share	\$43,173.59	\$369,456.85	\$375,900.00	\$6,443.15	98.29 %	\$376,518.10	(\$7,061.25)
<b>Total Support of Churchwide</b>	<b>\$43,173.59</b>	<b>\$369,456.85</b>	<b>\$375,900.00</b>	<b>\$6,443.15</b>	<b>98.29 %</b>	<b>\$376,518.10</b>	<b>(\$7,061.25)</b>
Agency & Social Ministry							
01-601-03085 - Lutheran Community Services NW	\$1,250.00	\$5,000.00	\$5,000.00	\$0.00	100.00 %	\$4,000.00	\$1,000.00
01-601-03195 - Ecumenical Ministries of Oregon	\$750.00	\$3,000.00	\$3,000.00	\$0.00	100.00 %	\$2,500.00	\$500.00
01-601-03205 - PLTS Support	\$1,250.00	\$5,000.00	\$5,000.00	\$0.00	100.00 %	\$5,000.00	\$0.00
01-601-03215 - PLU Support	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$1,000.00	(\$1,000.00)
01-601-03225 - Campus Ministry-Christos House	\$2,500.00	\$10,000.00	\$10,000.00	\$0.00	100.00 %	\$10,000.00	\$0.00
01-601-03275 - Campus Ministry-Luther House	\$3,750.00	\$15,000.00	\$15,000.00	\$0.00	100.00 %	\$15,000.00	\$0.00
01-601-03425 - Outdoor Ministries	\$750.00	\$3,000.00	\$3,000.00	\$0.00	100.00 %	\$4,500.00	(\$1,500.00)
01-601-03485 - ELCA Foundation Agreement	\$0.00	\$1,500.00	\$2,000.00	\$500.00	75.00 %	\$0.00	\$1,500.00
<b>Total Agency &amp; Social Ministry</b>	<b>\$10,250.00</b>	<b>\$42,500.00</b>	<b>\$43,000.00</b>	<b>\$500.00</b>	<b>98.84 %</b>	<b>\$42,000.00</b>	<b>\$500.00</b>
Shared Missions							
01-746-00005 - Region 1 Center for Mission	\$3,892.75	\$46,713.00	\$46,713.00	\$0.00	100.00 %	\$42,999.00	\$3,714.00
<b>Total Shared Missions</b>	<b>\$3,892.75</b>	<b>\$46,713.00</b>	<b>\$46,713.00</b>	<b>\$0.00</b>	<b>100.00 %</b>	<b>\$42,999.00</b>	<b>\$3,714.00</b>
Service Delivery							
Direct Ethnic/New Ministry Sup							
01-608-01145 - Storyline (Milwaukee)	\$3,250.00	\$13,000.00	\$0.00	(\$13,000.00)	0.00 %	\$13,000.00	\$0.00
01-608-01595 - Story Dwelling/Bend	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
<b>Total Direct Ethnic/New Ministry Sup</b>	<b>\$8,250.00</b>	<b>\$33,000.00</b>	<b>\$0.00</b>	<b>(\$33,000.00)</b>	<b>0.00 %</b>	<b>\$33,000.00</b>	<b>\$0.00</b>



Region 1 of the ELCA  
Analysis of Revenues & Expenses Statement  
Oregon Synod  
February 2023 to January 2024  
Note: The Report Option to include Open Transactions is selected.  
General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
<strong>Fiscal Agency Ministry Support</strong>							
01-608-01525 - Mid Willamette Latino Ministry	\$2,532.75	\$10,131.00	\$0.00	(\$10,131.00)	0.00 %	\$17,340.00	(\$7,209.00)
01-608-01535 - Together Lab/Portland	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
01-608-01545 - Queer Enough	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
01-608-01555 - Cully Outreach/Portland	\$4,250.00	\$17,000.00	\$0.00	(\$17,000.00)	0.00 %	\$17,000.00	\$0.00
<strong>Total Fiscal Agency Ministry Support</strong>	<strong>\$16,782.75</strong>	<strong>\$67,131.00</strong>	<strong>\$0.00</strong>	<strong>(\$67,131.00)</strong>	<strong>0.00 %</strong>	<strong>\$74,340.00</strong>	<strong>(\$7,209.00)</strong>
<strong>Synod Ministry Support</strong>							
01-608-02335 - Other Ministry Support	\$0.00	\$0.00	\$123,000.00	\$123,000.00	0.00 %	\$0.00	\$0.00
01-608-12005 - Community Resilience/DPR	\$1,758.75	\$7,035.00	\$0.00	(\$7,035.00)	0.00 %	\$0.00	\$7,035.00
01-608-40005 - SE Portland Outreach	\$2,700.00	\$10,800.00	\$0.00	(\$10,800.00)	0.00 %	\$10,000.00	\$800.00
01-608-80005 - STMA	\$1,250.00	\$5,000.00	\$0.00	(\$5,000.00)	0.00 %	\$18,000.00	(\$13,000.00)
<strong>Total Synod Ministry Support</strong>	<strong>\$5,708.75</strong>	<strong>\$22,835.00</strong>	<strong>\$123,000.00</strong>	<strong>\$100,165.00</strong>	<strong>18.57 %</strong>	<strong>\$28,000.00</strong>	<strong>(\$5,165.00)</strong>
<strong>Total Service Delivery</strong>	<strong>\$30,741.50</strong>	<strong>\$122,966.00</strong>	<strong>\$123,000.00</strong>	<strong>\$34.00</strong>	<strong>99.97 %</strong>	<strong>\$135,340.00</strong>	<strong>(\$12,374.00)</strong>
<strong>Synod Services</strong>							
01-608-01125 - Lay Sch of Theo. Program	\$68.40	\$930.61	\$1,500.00	\$569.39	62.04 %	\$2,400.72	(\$1,470.11)
01-608-01405 - Transfer to Rostered Staff in Crisis	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	100.00 %	\$0.00	\$1,000.00
01-608-01605 - Transfer to Bishops Mission Fund	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	100.00 %	\$0.00	\$1,000.00
01-608-04005 - Candidacy & Salm Programs	\$36.58	\$1,540.27	\$4,000.00	\$2,459.73	38.51 %	\$2,007.23	(\$466.96)
01-653-50005 - Deans	\$0.00	\$3,262.60	\$5,000.00	\$1,737.40	65.25 %	\$2,857.00	\$405.60
01-746-01005 - Archives	\$125.00	\$500.00	\$500.00	\$0.00	100.00 %	\$500.00	\$0.00
01-746-04505 - Consultation to Clergy	\$1,041.63	\$12,500.00	\$12,500.00	\$0.00	100.00 %	\$12,500.00	\$0.00
<strong>Total Synod Services</strong>	<strong>\$3,271.61</strong>	<strong>\$20,733.48</strong>	<strong>\$25,500.00</strong>	<strong>\$4,766.52</strong>	<strong>81.31 %</strong>	<strong>\$20,264.95</strong>	<strong>\$468.53</strong>
<strong>Synod Travel</strong>							
01-671-00005 - Other Travel	\$360.94	\$1,917.57	\$0.00	(\$1,917.57)	0.00 %	(\$377.31)	\$2,294.88
01-672-00005 - Council Travel	\$3,867.50	\$4,000.00	\$4,000.00	\$0.00	100.00 %	\$1,571.92	\$2,428.08
01-672-01005 - Staff Leader/Cong Travel	\$3,484.63	\$28,506.59	\$26,000.00	(\$2,506.59)	109.64 %	\$24,470.13	\$4,036.46
01-672-04005 - DEM Leader/Cong Travel	\$0.00	\$600.00	\$0.00	(\$600.00)	0.00 %	\$0.00	\$600.00
01-673-03155 - Volunteer Travel	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$335.26	(\$335.26)
<strong>Total Synod Travel</strong>	<strong>\$7,713.07</strong>	<strong>\$35,024.16</strong>	<strong>\$30,000.00</strong>	<strong>(\$5,024.16)</strong>	<strong>116.75 %</strong>	<strong>\$26,000.00</strong>	<strong>\$9,024.16</strong>
<strong>Compensation &amp; Benefits</strong>							
<strong>Salaries</strong>							
01-652-00015 - Salary-Bishop	\$6,240.42	\$74,885.04	\$74,885.00	(\$0.04)	100.00 %	\$35,229.96	\$39,655.08
01-652-00025 - Salary-DEM/Assist to Bishop	\$7,682.58	\$92,190.96	\$92,191.00	\$0.04	100.00 %	\$84,812.04	\$7,378.92
01-652-00035 - Salary-DEM/Assist to Bishop	\$3,517.67	\$44,295.39	\$47,212.00	\$2,916.61	93.82 %	\$45,366.96	(\$1,071.57)
01-652-00045 - Salary-Exec Administrator	\$510.43	\$72,572.86	\$73,623.00	\$1,050.14	98.57 %	\$67,730.04	\$4,842.82
01-652-00055 - Salary-Candidacy & SALM Program	\$588.00	\$12,295.63	\$14,861.00	\$2,565.37	82.74 %	\$10,307.83	\$1,987.80
01-652-00075 - Salary-Admin/Comm Coord	\$1,231.92	\$13,922.52	\$16,311.00	\$2,388.48	85.36 %	\$13,620.13	\$302.39
01-652-00085 - Salary-Admin Grant Support	\$0.00	\$1,003.88	\$14,725.00	\$13,721.12	6.82 %	\$9,860.97	(\$8,857.09)
01-652-00095 - Salary-Lay Sch of Theology	\$125.00	\$8,716.84	\$15,175.00	\$6,458.16	57.44 %	\$16,439.01	(\$7,722.17)
<strong>Total Salaries</strong>	<strong>\$19,896.02</strong>	<strong>\$319,883.12</strong>	<strong>\$348,983.00</strong>	<strong>\$29,099.88</strong>	<strong>91.66 %</strong>	<strong>\$283,366.94</strong>	<strong>\$36,516.18</strong>
<strong>Housing Allowances</strong>							
01-654-00015 - Housing-Bishop	\$2,500.00	\$30,000.00	\$30,000.00	\$0.00	100.00 %	\$61,260.00	(\$31,260.00)
01-654-00035 - Housing-DEM/Assist to Bishop	\$3,166.92	\$35,919.69	\$33,003.00	(\$2,916.69)	108.84 %	\$28,428.00	\$7,491.69
<strong>Total Housing Allowances</strong>	<strong>\$5,666.92</strong>	<strong>\$65,919.69</strong>	<strong>\$63,003.00</strong>	<strong>(\$2,916.69)</strong>	<strong>104.63 %</strong>	<strong>\$89,688.00</strong>	<strong>(\$23,768.31)</strong>
<strong>SECA Offset</strong>							
01-661-00015 - SECA-Bishop	\$668.66	\$8,023.92	\$8,024.00	\$0.08	100.00 %	\$7,381.08	\$642.84

February 2023 to January 2024  
Note: The Report Option to include Open Transactions is selected.  
General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
01-661-00035 - SECA-DEM/Assist to Bishop	\$511.33	\$6,135.96	\$6,136.00	\$0.04	100.00 %	\$5,645.04	\$490.92
<b>Total SECA Offset</b>	<b>\$1,179.99</b>	<b>\$14,159.88</b>	<b>\$14,160.00</b>	<b>\$0.12</b>	<b>100.00 %</b>	<b>\$13,026.12</b>	<b>\$1,133.76</b>
<b>FICA</b>							
01-655-00025 - FICA-DEM/Assist to Bishop	\$587.72	\$7,052.64	\$7,053.00	\$0.36	99.99 %	\$6,468.90	\$583.74
01-655-00045 - FICA-Exec Administrator	\$39.05	\$5,341.53	\$5,632.00	\$290.47	94.84 %	\$5,162.24	\$179.29
01-655-00055 - FICA-Candidacy & SALM	\$44.99	\$940.63	\$1,139.00	\$198.37	82.58 %	\$158.73	\$781.90
01-655-00075 - FICA-Admin/Comm Coord	\$94.24	\$1,065.08	\$1,248.00	\$182.92	85.34 %	\$1,041.94	\$23.14
01-655-00085 - FICA-Admin Grant Support	\$0.00	\$76.80	\$1,126.00	\$1,049.20	6.82 %	\$754.37	(\$677.57)
01-655-00095 - FICA-Lay School of Theology	\$0.00	\$545.41	\$1,161.00	\$615.59	46.98 %	\$1,257.59	(\$712.18)
<b>Total FICA</b>	<b>\$766.00</b>	<b>\$15,022.09</b>	<b>\$17,359.00</b>	<b>\$2,336.91</b>	<b>86.54 %</b>	<b>\$14,843.77</b>	<b>\$178.32</b>
<b>Pension/Medical</b>							
01-656-00015 - Pension/Medical-Bishop	\$4,433.18	\$52,503.62	\$52,440.00	(\$63.62)	100.12 %	\$50,182.40	\$2,321.22
01-656-00025 - Pension/Medical-DEM/Assist to Bishop	\$4,006.74	\$47,275.35	\$47,202.00	(\$73.35)	100.16 %	\$45,094.98	\$2,180.37
01-656-00035 - Pension/Medical-DEM/Assist to Bishop	\$3,370.47	\$39,789.71	\$39,730.00	(\$59.71)	100.15 %	\$37,882.38	\$1,907.33
01-656-00045 - Pension/Medical-Exec Administrator	\$1,677.58	\$20,196.41	\$20,203.00	\$6.59	99.97 %	\$19,254.42	\$941.99
<b>Total Pension/Medical</b>	<b>\$13,487.97</b>	<b>\$159,765.09</b>	<b>\$159,575.00</b>	<b>(\$190.09)</b>	<b>100.12 %</b>	<b>\$152,414.18</b>	<b>\$7,350.91</b>
<b>Worker's Compensation</b>							
01-659-00005 - Workers Comp	\$46.04	\$3,283.45	\$3,500.00	\$216.55	93.81 %	\$3,432.21	(\$148.76)
<b>Total Worker's Compensation</b>	<b>\$46.04</b>	<b>\$3,283.45</b>	<b>\$3,500.00</b>	<b>\$216.55</b>	<b>93.81 %</b>	<b>\$3,432.21</b>	<b>(\$148.76)</b>
<b>Continuing Education</b>							
01-657-00015 - Cont Educ Bishop	\$75.00	\$900.00	\$900.00	\$0.00	100.00 %	\$900.00	\$0.00
01-657-00025 - Cont Educ-DEM/Assist to Bishop	\$75.00	\$900.00	\$900.00	\$0.00	100.00 %	\$900.00	\$0.00
01-657-00035 - Cont Educ-DEM/Assist to Bishop	\$75.00	\$900.00	\$900.00	\$0.00	100.00 %	\$900.00	\$0.00
01-657-00045 - Cont Educ-Exec Administrator	\$75.00	\$900.00	\$900.00	\$0.00	100.00 %	\$900.00	\$0.00
<b>Total Continuing Education</b>	<b>\$300.00</b>	<b>\$3,600.00</b>	<b>\$3,600.00</b>	<b>\$0.00</b>	<b>100.00 %</b>	<b>\$3,600.00</b>	<b>\$0.00</b>
<b>Contract Labor</b>							
01-652-00065 - Salary-Contract Staff	\$4,492.25	\$4,779.75	\$5,000.00	\$220.25	95.60 %	\$0.00	\$4,779.75
01-655-00065 - FICA-Contract Staff	\$152.98	\$174.98	\$0.00	(\$174.98)	0.00 %	\$0.00	\$174.98
<b>Total Contract Labor</b>	<b>\$4,645.23</b>	<b>\$4,954.73</b>	<b>\$5,000.00</b>	<b>\$45.27</b>	<b>99.09 %</b>	<b>\$0.00</b>	<b>\$4,954.73</b>
<b>Unemployment Insurance</b>							
01-660-00005 - Unemployment Ins	\$57.67	\$1,690.43	\$5,000.00	\$3,309.57	33.81 %	\$700.75	\$989.68
<b>Total Unemployment Insurance</b>	<b>\$57.67</b>	<b>\$1,690.43</b>	<b>\$5,000.00</b>	<b>\$3,309.57</b>	<b>33.81 %</b>	<b>\$700.75</b>	<b>\$989.68</b>
<b>Total Compensation &amp; Benefits</b>	<b>\$46,045.84</b>	<b>\$588,278.48</b>	<b>\$620,180.00</b>	<b>\$31,901.52</b>	<b>94.86 %</b>	<b>\$561,071.97</b>	<b>\$27,206.51</b>
<b>Administrative</b>							
01-677-00005 - Hospitality	\$100.93	\$3,378.24	\$27,500.00	\$24,121.76	12.28 %	\$1,659.40	\$1,718.84
01-700-00005 - Postage	\$14.78	\$558.25	\$0.00	(\$558.25)	0.00 %	\$825.66	(\$267.41)
01-720-00005 - Supplies	\$105.54	\$2,437.06	\$0.00	(\$2,437.06)	0.00 %	\$3,037.37	(\$600.31)
01-730-00005 - Printing	\$262.37	\$3,144.43	\$0.00	(\$3,144.43)	0.00 %	\$4,592.37	(\$1,447.94)
01-747-00005 - Telecommunications	\$600.98	\$5,216.31	\$0.00	(\$5,216.31)	0.00 %	\$5,783.53	(\$567.22)
01-750-00005 - Insurance	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$2,266.00	(\$2,266.00)
01-775-00005 - Miscellaneous	\$1,020.39	\$3,273.32	\$0.00	(\$3,273.32)	0.00 %	\$881.09	\$2,392.23
01-800-00005 - Equipment	\$0.00	\$1,442.02	\$0.00	(\$1,442.02)	0.00 %	\$816.60	\$625.42
01-820-00005 - Transition Accrual	\$25,000.00	\$25,000.00	\$25,000.00	\$0.00	100.00 %	\$25,000.00	\$0.00
01-830-00005 - Rent & Utilities	\$4,000.00	\$4,000.00	\$0.00	(\$4,000.00)	0.00 %	\$3,000.00	\$1,000.00
<b>Total Administrative</b>	<b>\$31,104.99</b>	<b>\$48,449.63</b>	<b>\$52,500.00</b>	<b>\$4,050.37</b>	<b>92.29 %</b>	<b>\$47,862.02</b>	<b>\$587.61</b>
<b>Total Expenses</b>	<b>\$176,193.35</b>	<b>\$1,274,121.60</b>	<b>\$1,316,793.00</b>	<b>\$42,671.40</b>	<b>96.76 %</b>	<b>\$1,252,056.04</b>	<b>\$22,065.56</b>

**FY 2024 & FY 2025 Oregon Synod ELCA Budgets**  
(to Assembly for approval in June 2024)

(Feb 1, 2024 - Jan 31, 2025 & Feb 1, 2025 - Jan 31, 2026)

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**4/11/2024**

Account	FY 2023	FY 2024		FY 2025	Notes
	Actual	Original Budget, adopted by Assembly (May 20, 2023)	Revised Budget, recommended by staff, Finance Committee & Synod Council to Assembly in	Proposed Budget, recommended by staff, Finance Committee & Synod Council to Assembly in	
<b>Revenues/Sources of Funds</b>					
Mission Support (undesignated regular remittances from congregations)	\$879,659	\$895,000	\$895,000	\$925,000	+3.4%
New Beginnings fund	\$100,000	\$100,000	\$100,000	\$100,000	
Primary Reserve fund	(\$11,893)	\$40,000	\$33,500	\$40,000	
SALM/Lay Education fund	\$8,000	\$2,500	\$2,500	\$3,500	
Endowment for Benevolence to Affiliated Organizations	\$19,500	\$19,500	\$19,500	\$19,558	
Hamann Bequest			\$66,500	\$130,500	
Total Support From Synod Reserves	\$115,607	\$162,000	\$222,000	\$293,558	
<b>Grants &amp; gifts from individuals and outside organizations</b>					
Churchwide Support for DEM staffing	\$118,298	\$120,664	\$120,664	\$123,077	+2%
Courageous Love Fund (gifts to support Innovation work)	\$23,000	\$23,000	\$30,000	\$43,000	
Horizon Fund (undesignated gifts to the General Fund)	\$55,966	\$30,000	\$30,000	\$80,000	
Above & Beyond Fund/Grants & Other Revenues	\$30,000	\$97,000			
Total Grants & gifts	\$227,264	\$270,664	\$180,664	\$246,077	
<b>Other income</b>					
Interest earned	\$30,055	\$21,000	\$105,400	\$85,400	(assumes \$200K less cash
Administrative levy on outside grants	\$21,537		\$70,000	\$41,158	earning interest)
Other		\$500	\$500	\$500	
Total Other Income	\$51,592	\$21,500	\$175,900	\$127,058	
Total General Fund Revenue	\$1,274,122	\$1,349,164	\$1,473,564	\$1,591,693	
<b>Expenses/Uses of Funds</b>					
Support to Churchwide (@ 42% of Mission Support)	\$369,457	\$375,900	\$375,900	\$388,500	
<b>Agency &amp; Social Ministry gifts &amp; grants (Affiliated orgs.)</b>					
("benevolences")					
<b>College/Education</b>					
Pacific Lutheran Theological Seminary (PLTS)	\$5,000	\$5,000	\$5,000	\$5,000	
Oregon Campus Ministry direct support:	\$15,000	\$15,000	\$17,500	\$20,000	+\$2.5K
(OSU/Luther House)	\$10,000	\$15,000	\$17,500	\$20,000	+\$2.5K
(UofO/Good Soil)					
<b>Social Service</b>					
Lutheran Community Services Northwest (LCSNW)	\$5,000	\$5,000	\$5,000	\$5,000	
Ecumenical Ministries of Oregon (EMO)	\$3,000	\$3,000	\$3,000	\$3,000	
<b>Other</b>					
ELCA Found. Regional Gift Planner Partner Agmt.	\$1,500	\$2,000	\$4,000	\$6,000	+\$2K
Camp Lutherwood Oregon	\$3,000	\$3,000	\$4,000	\$5,000	+\$1K
Total Agency & Social Ministry gifts & grants	\$42,500	\$48,000	\$56,000	\$64,000	
Synod Ministry Innovation Projects	\$122,966	\$123,000	\$130,000	\$143,000	+\$13K



Account	FY 2023	FY 2024		FY 2025	
	Actual	Assembly Adopted (May 20, 2023)	Revised Budget, recommended to Assembly in June 2024	Proposed Budget, recommended to Assembly in June 2024	Notes for 2025
Expenses/Uses of Funds (continued)					
Synodwide Activities and Services					
Lay School for Ministry/SALM's (materials, etc.)	\$931	\$1,500	\$2,500	\$2,500	
Candidacy & SALM Programs	\$1,540	\$4,000	\$5,000	\$5,000	
Deans	\$3,263	\$5,000	\$5,000	\$5,000	
Region/Synod Archive	\$500	\$500	\$500	\$500	
Restoration of Aid to Rostered Staff in Crisis Fund	\$1,000	\$1,000	\$1,000	\$2,000	+\$1K in FY 25
Restoration of Bishop's Mission Fund	\$1,000	\$1,000	\$4,000	\$4,000	+\$3K in FY 24
Consultation to Clergy	\$12,500	\$12,500	\$12,500	\$12,500	
Synodwide Activities and Services Subtotal	\$20,733	\$24,000	\$30,500	\$31,500	
Travel					
Staff Travel	\$31,024	\$26,000	\$39,500	\$41,500	
Synod Council Travel	\$4,000	\$4,000	\$5,000	\$8,000	
Travel Subtotal	\$35,024	\$30,000	\$44,500	\$49,500	
Total Synodwide Activities, Services & Travel	\$55,758	\$55,500	\$75,000	\$81,000	
Ministry Staff					
		budget COLA 5%	actual COLA 3.7%	budget COLA :	5.00%
Bishop (Bp. Laurie Larson Caesar)	\$165,413	\$173,616	\$173,480	\$182,154	
Bishop's Associate (Juan Carlos La Puente)	\$146,519	\$153,767	\$146,713	\$154,048	
Bishop's Associate (Pr. Melissa Reed)	\$126,141	\$132,386	\$135,159	\$141,916	
Synod Administrator (Jemae McCanna)	\$98,111	\$104,430	\$107,016	\$112,367	
Administrator of Grant Support	\$1,081	\$16,644			
Administrator of Lay School of Ministry (Pr. John Ruetter-Han)	\$9,262	\$20,372	\$13,413	\$14,084	
Administrator of Candidacy (Pr. Christine Core)	\$7,942	\$13,581	\$13,413	\$14,083	
Administrator SALM support (Pr. Christine Core)	\$5,295	\$18,436	\$6,707	\$7,042	
Internet Communication/Website Manager (Sarah Strausbaug)	\$14,988		\$18,208	\$19,118	
NEW .5 FTE administrative assistant	\$4,955		\$30,000	\$42,000	
NEW 1.0 FTE Mobility and Congregational Health Staff			\$56,500	\$103,000	
Continuing Education for FT staff	\$3,600	\$3,600	\$4,050	\$4,500	
Worker Compensation	\$3,283	\$3,500	\$3,500	\$3,500	
State Unemployment Ins	\$1,690	\$5,000	\$2,000	\$2,000	
Total Ministry Staff	\$588,278	\$645,332	\$710,157	\$799,812	
SWW Synod: Grant Coordination work contracted to them			\$9,970	\$9,970	
Contract HR services (could also be a PT employee)			\$15,000	\$25,000	
Region 1 Center for Mission (Financial Services Office)	\$46,713	\$49,000	\$47,203	\$49,563	+5% in FY 25
Synod Administrative & Overhead Expenses					
	\$23,450	\$27,500	\$29,334	\$30,848	+25% in FY 24, 5% in FY 25
Future Transition Costs Accrual (to have funds for a future Bishop transition)	\$25,000	\$25,000	\$25,000	\$0	
Total Ministry Staff and Administration	\$683,441	\$746,832	\$836,664	\$915,194	
Total Expenditures/ Use of Funds	\$1,274,122	\$1,349,232	\$1,473,564	\$1,591,694	
Excess/(Deficit)	(\$0)	(\$68)	(\$0)	(\$0)	



# WHERE DOES MY OFFERING GO?



ELCA members in more than 9,300 congregations in the United States and Caribbean give approximately **\$1.75 billion** in regular offering to support ELCA ministries in their local communities and worldwide. When members give through their **congregations**, a percentage of that money is then shared with the local **synod** and the national **churchwide organization**.

This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world and a portion of the gifts circle back to support ministries in synods and local congregations. Of these unrestricted gifts, the churchwide organization receives around 2.6 percent. This represents the largest portion of the ELCA churchwide organization's operating budget.

## Your Mission Support helps fund the following churchwide ministries:

### Grow the ELCA in the United States



**Plant and support**  
357 new congregations.

**357**

- **Enable congregations to renew their ministries** and reach out to their surrounding communities.
- **Work together** with our African Descent, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino/Latina members to develop networks and resources for ministry.
- **Develop and share resources** for faith, discipleship, prayer and worship.

### Grow the Lutheran church around the world



**Send 230 missionaries**  
in more than 48 countries,  
and more than 84 Young Adults in Global Mission in 11 country programs.

**230**

- **As a member of The Lutheran World Federation, we're in communion with 145 member churches** and directly connected to 85 companion churches in other countries.
- **Accompany new Lutheran churches**, expand ministries, and train leaders and evangelists.

### Provide coordination and support for churchwide ministries



**1.1 million**  
**Maintain constituent database**, including 1.1 million records of rostered and lay leaders, members, donors and congregations.

- **Preserve and maintain archives and historic records** of the ELCA and its predecessor bodies.
- **Provide office space, equipment and human resources** for staff and operations.
- **Process 150,000 gifts** to ELCA ministries.
- **Equip congregations and synods** with resources to assist in risk management and legal matters.

### Support and develop current and future leaders in the ELCA



**9,900**  
**Recruit, prepare and implement a system** for the assignment of 9,900 rostered ministers.

- **Support the work** of seven ELCA seminaries and 26 colleges and universities.
- **Identify, connect and provide** ministry resources and opportunities for networking for lay leaders.
- **Offer events and leadership opportunities** for youth and young adults.

## Invest in **technology** and **communications**



**Design and maintain communications tools** to strengthen our Lutheran identity and grow awareness of our church and its mission and ministries.

- **Connect members with one another** through new technology and systems.

## Provide **governance** and **leadership**



**65**  
**Coordinate meetings and support** for 65 synodical bishops.

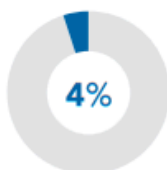
- **Organize lay and clergy leaders from across the church to serve** on the governance boards and committees that provide guidance and oversight for ELCA ministries.

## Grow and sustain financial resources



**Develop and promote** efforts related to stewardship education, financial literacy, mission interpretation and growth in giving to all church ministries.

## Address social issues and **work for justice**



**1 in 50**  
**Support** social ministry organizations, such as Lutheran Services in America, to impact the lives of **1 in 50** Americans.

- **Engage** in churchwide study and deliberation to create social statements and resources that address social, political, environmental and other public issues.
- **Equip** members and leaders to advocate with lawmakers in order to support policies that promote justice and peace.

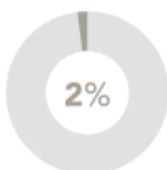
Your designated gifts to ELCA World Hunger and Lutheran Disaster Response provide additional funds annually to address hunger, poverty and suffering around the world.

## Engage in **research** and **strategic planning**



**Research and analyze trends that impact the ELCA and develop innovative strategies** to improve mission and ministry in the 21st century.

## Sustain **ecumenical** and **interfaith** relationships



**Facilitate dialogue and common action among communities of other faiths**, including the development of resources and communications for ELCA congregations.

- **Seek unity in faith and life** with all Lutherans and six full communion partners.

# Congregation Mission Support for Fiscal Year 2023 (2/1/2023-1/31/2024)

Congregation	Location	Giving
Ascension Lutheran Church	Medford	45,060.96
Atonement Lutheran Church	Newport	9,700.00
Augustana Lutheran Church	Portland	12,000.00
Bethany Lutheran Church	Gold Beach	1,000.00
Bethany Lutheran Church	Portland	2,000.00
Bethel Lutheran Church	Portland	2,500.00
Bethesda Lutheran Church	Eugene	0.00
Bethlehem Lutheran Church	Portland	0.00
Calvary Lutheran Church	Grants Pass	12,788.34
Calvary Lutheran Church	Hillsboro	890.00
Central Lutheran Church	Eugene	38,200.00
Central Lutheran Church	Portland	6,989.97
Christ Lutheran Church	Aurora	7,200.00
Christ the Good Shepherd Lutheran Church	Salem	5,348.32
Christ the King Lutheran Church	Milton Freewater	0.00
Christ the King Lutheran Church	Tigard	999.96
Church of the Living Waters	Burns	0.00
Colton Lutheran Church	Colton	0.00
Community of ChristChurch	Portland	5,391.00

Community of Hope Lutheran Church	Wilsonville	0.00
Creator Lutheran Church	Clackamas	8,487.27
Emanuel Lutheran Church	Cornelius	2,838.00
Emmanuel Lutheran Church	Willamina	500.00
Emmaus Lutheran Church	Eugene	28,507.50
Faith Lutheran Church	Albany	3,523.36
Faith Lutheran Church	Clatskanie	3,000.00
Faith Lutheran Church	Coquille	0.00
Faith Lutheran Church	Junction City	2,355.00
Faith Lutheran Church	Keizer	3,300.00
Faith Lutheran Church	North Bend	4,000.00
Faith Lutheran Church	Roseburg	15,214.74
Fir Lawn Lutheran Church	Sweet Home	0.00
First Immanuel Lutheran Church	Portland	12,200.00
First Lutheran Church	St Helens	9,900.00
Gethsemane Lutheran Church	Portland	5,000.00
Gloria Dei Lutheran Church	Coos Bay	19,250.00
Good Shepherd Lutheran Church	Albany	6,000.00
Good Shepherd Lutheran Church	Cave Junction	1,000.00
Good Shepherd Lutheran Church	Eugene	0.00
Grace & Mercy Lutheran Church	Hermiston	4,649.04
Grace First Lutheran Church	Bend	9,240.00

Grace Lutheran Church	Corvallis	19,747.00
Grace Lutheran Church	Vale	2,000.00
Holy Cross Lutheran Church	Salem	3,600.00
Holy Trinity Lutheran Church	Portland	5,525.00
Hoodland Lutheran Church	Brightwood	3,000.00
Hope Lutheran Church	Klamath Falls	3,060.00
Hopeful Saints Ministry	Heppner	4,560.00
House of Zion	Woodburn	0.00
Immanuel Lutheran Church	Silverton	34,210.05
Immanuel Lutheran Church	Woodburn	2,000.00
Joyful Servant Lutheran Church	Newberg	0.00
King of Kings Lutheran Church	Milwaukie	13,676.00
Klamath Lutheran Church	Klamath Falls	8,400.00
Luther Memorial Lutheran Church	Portland	2,598.00
Lutheran Church of the Good Shepherd	Madras	640.00
Macksburg Lutheran Church	Canby	2,131.04
Messiah Lutheran Church	Portland	500.00
Milwaukie Lutheran Church	Milwaukie	6,999.96
Mount Carmel Evan. Lutheran Church	Portland	6,710.00
Nativity Lutheran Church	Bend	21,909.00
New Life Lutheran Church	Florence	1,600.00
Our Redeemer Lutheran Church	Eugene	400.00

Our Savior's Lutheran Church	Lake Oswego	5,468.00
Our Savior's Lutheran Church	Prineville	5,735.36
Our Saviour Lutheran Church	Eugene	2,990.00
Our Saviour Lutheran Church	Seaside	16,168.81
Our Saviour's Lutheran Church	Lebanon	4,950.00
Peace First Lutheran Church	Astoria	10,500.00
Peace Lutheran Church	Burns	1,500.00
Peace Lutheran Church	Pendleton	9,024.78
Peace Lutheran Church	Portland	3,337.77
Pilgrim Lutheran Church	Portland	1,200.00
Portland Taiwanese Lutheran Church	Beaverton	1,000.00
Portsmouth Trinity Lutheran Church	Portland	500.00
Prince of Life Lutheran Church	Oregon City	22,111.05
Resurrection Lutheran Church	Portland	8,551.06
Salt and Light Lutheran	Portland	9,900.00
Shepherd of the Hills Lutheran Church	Sisters	0.00
Shepherd of the Mountain Lutheran Church	Sunriver	2,834.25
Shepherd of the Valley Lutheran Church	Beaverton	7,443.64
Spirit of Grace	Beaverton	9,500.00
Spirit of Grace Church	Hood River	4,544.95
Springfield Lutheran Church	Springfield	3,025.00
St Andrew Lutheran Church	Beaverton	45,560.98



St James Lutheran Church	Portland	29,261.00
St Luke Lutheran Church	Portland	50,000.01
St Mark Lutheran Church	Salem	19,787.50
St Mark's Lutheran Church	Portland	3,000.00
St Matthew Lutheran Church	Beaverton	32,883.78
St Paul Lutheran Church	Portland	0.00
St Paul of Damascus Lutheran Church	Damascus/Colton	0.00
St Peter Lutheran Church	Tillamook	2,400.00
St Stephen Lutheran Church	Gladstone	2,000.00
St Timothy Lutheran Church	Portland	3,822.69
Story Dwelling	Bend	3,773.25
Storyline Community	Ridgefield	1,200.00
Trinity Lutheran Church	Dallas	7,875.00
Trinity Lutheran Church	Gresham	11,620.00
Trinity Lutheran Church	McMinnville	6,284.00
Trinity Lutheran Church	Silverton	0.00
Trinity Lutheran Church	Tulelake, CA	0.00
United Lutheran Church	Eugene	20,620.00
West Linn Lutheran Church	West Linn	37,300.89
Zion Lutheran Church	La Grande	0.00
Zion Lutheran Church	Oregon City	4,800.00
Zion Lutheran Church	Port Orford	500.00



Zion Lutheran Church	Redmond	16,057.00
Zion Lutheran Church	The Dalles	12,778.36
Zoar Lutheran Church	Canby	5,550.50

110 Congregations

Total FY 2023 Giving \$879,659.14



Oregon Synod

# Report of the Secretary



At each meeting of the Synod Assembly, Synod Council, and Executive Committee motions are made and passed.

The numbering schema is as follows: SA stands for the Synod Assembly, SC for Synod Council, and EC for Executive Committee. The date format is the year, month, and date on which the meeting occurred; and the actual number of the motion that day is the number after the hyphen.

This report includes the Synod Assembly on May 20, 2023, Synod Council Meetings from July 15, 2023 to March 16, 2024 and an Executive Committee Meeting on April 3, 2024.

## 2023 Synod Assembly

Motion 2023.05.20-1 by

Motion 2023.05.20-2 by

Motion 2023.05.20-3 by

Motion 2023.05.20-4 by

Motion 2023.05.20-5 by

## Synod Council

Motion 2023.07.15-1 by Andrew Morris to approve SC agenda. Motion was seconded and approved.

Motion 2023.07.15-2 by Bruce Anderson to approve minutes from Synod Assembly. Motion seconded and approved.

Motion 2023.07.15-3 by Marilyn Keller to approve minutes from May Synod Council Meeting. Motion seconded and approved.

Motion 2023.07.15-4 by Diana Bernklau to approve the En Bloc items. Motion seconded and approved.

Motion 2023.07.15-5 by Bp. Laurie to approve a change to Pr. Melissa Reed's housing allowance. This change does not affect her overall compensation, since funds are transferred from salary to housing stipend as needed. Motion seconded and approved.

Motion 2023.07.15-6 by Mark Dickman to appoint Jon Erickson to the Finance Committee for a four-year term. The Finance Committee recommended Jon for the committee, so no second is required. Motion approved.

Motion 2023.07.15-7 by Diana Bernklau to make up the difference in paid family leave between what the state will pay and what the employee usually earns. When the state introduced its paid family leave program in January, the council voted to enroll in it to cover synod staff. Council referred the issue to the personnel committee to sort through details. Committee has recommended this action. Motion approved.

Motion 2023.09.16-1 by Mike Franklin to approve the agenda. Motion seconded and approved.

Motion 2023.09.16-2 by Mike Franklin to approve the minutes of the July SC meeting as corrected. (Correction: Item 5 - Jan Smith is a resident of West Linn, and the church is in Beaverton). Motion seconded and approved.

Motion 2023.09.16-3 by Marilyn Keller to approve the En Bloc report. Motion seconded and approved.

Motion 2023.11.11-1 by Mike Franklin to approve agenda. Motion seconded and approved.

Motion 2023.11.11-2 by Mark Dickman, for the Synod Finance Committee, that the Synod Council ratify the recommendation of the Finance Committee, and the subsequent action of the Treasurer, to transfer \$375,000 from the Synod's checking account at MerrillLynch Bank of America, to ELCA Mission Investment Fund, for the purchase of a 1-year term investment of \$150,000, a 2-year term investment of \$150,000, and a 3-year term investment of \$75,000. Motion seconded and approved.

Motion 2023.11.11-3 by Mark Dickman, for the Synod Finance Committee, that the Synod Council adopt the new Synod Financial Policies, including the new Synod Gift Policy, the Gift Designation and Release form, and the Gift Worksheet, and declare any previous policies and documents relating to the issues addressed in the new policies are null and void. Discussion and agreement to amend typographical errors. Motion seconded and approved.

Motion 2023.11.11-4 by Mark Dickman, for the Synod Finance Committee, that the Synod Council appoint Bryan Struve, a member of Holy Cross-Salem, to fill the currently vacant seat on the Synod Finance Committee. Motion seconded and approved.

Motion 2023.11.11-5 by Mark Dickman that the Synod Council adopt the following resolution regarding authorized signers on Synod accounts:  
WHEREAS the Oregon Synod of the ELCA has accounts with various agencies and financial institutions (for example, ELCA Foundation Ministry Growth Fund, ELCA Mission Investment Fund, and Portico Benefit Services), and  
WHEREAS such agencies have policies regarding Authorized Signers for each account, and/or individuals authorized to have access to information regarding accounts, particularly online, and  
WHEREAS it is in the interest of the Synod to have more than one individual authorized as a signer or for access for said accounts, and  
WHEREAS the Oregon Synod Council has a resolution in place designating the Bishop, the Vice President, and the Treasurer of the Synod as authorized signers, and  
WHEREAS the Oregon Synod elected a new Vice President, Paul Stromberg, at it's most recent Assembly,  
THEREFORE BE IT RESOLVED that the Bishop, the Vice President, and the Treasurer of the Oregon Synod ELCA shall continue to be authorized by the Synod to sign on accounts on behalf of the Synod, and have access to account information on behalf of the Synod in order to accomplish the work of the Synod, particularly as it pertains to their respective offices, and

BE IT FURTHER RESOLVED that the particular individuals holding these offices as of the date of this resolution, who are specifically designated as signers are Laurie Larson Casear, Bishop; Paul Stromberg, Vice President; and Mark Dickman, Treasurer.  
Motion seconded and approved.

Motion 2023.11.11-6 by Paul Stromberg to approve the minutes. Motion seconded and approved.

Motion 2023.11.11-7 by Paul Stromberg to accept the assembly budget and rules. Motion seconded and approved.

Motion 2023.11.11-8 by Paul Stromberg to approve the En Bloc items. Motion seconded and approved.

Motion 2023.11.11-9 by Paul Stromberg to change housing allowance amounts for Pr. Melissa Reed and Bp. Laurie Larson Caesar. Motion seconded and approved.

Motion 2024.01.20-1 by Vicky Hart moved to approve the agenda. Motion seconded and approved.

Motion 2024.01.20-1 by Marilyn Keller to approve the minutes. Motion seconded and approved.

Motion 2024.01.20-2 by Mark Dickman for the Synod Finance Committee, that the Synod Council ratify the recommendation of the Finance Committee, and the subsequent action of the Treasurer, to transfer \$500,000 from the Synod's checking account at MerrillLynch Bank of America, to ELCA Mission Investment Fund, for the purchase of a 1-year term investment of \$100K, a 2-year term investment of \$200K, and a 3-year term investment of \$200K. (This happened right at the end of December, and these new investments were placed at interest rates of 5%, 4.85%, and 4.85% respectively.) Motion seconded and approved.

Motion 2024.01.20-3 by Mark Dickman for the Synod Finance Committee, that the Synod Council approve the revised FY 2024 General Fund Budget, as outlined in the attached Budget document, dated January 20, 2024, which proposes an increase in Expense of \$89,332, due to anticipated increases in actual Revenue of ~\$89,400 over the budget approved at the 2023 Assembly. Because the Total Expense in this budget is higher than the amount approved by the Assembly last May, he also further moved the Synod Council to send this

budget on to the June 1, 2024 Assembly for their consideration and adoption, with a DO PASS recommendation. Finally, he further moved that this budget shall take effect on February 1, 2024, even though the Assembly will not consider it until June. Motions seconded and approved.

Motion 2024.01.20-4 by Bp. Laurie to approve the En Bloc items. Motion seconded and approved.

Motion 2024.01.20-5 by Andrew Morris to change Pr. Melissa Reed's housing allowance to \$45,840 for 2024. Motion seconded and approved.

Motion 2024.03.16-1 by Paul Stromberg to approve agenda Motion seconded and approved.

Motion 2024.03.16-2 by Mike Franklin to approve the minutes. Motion seconded and approved.

Motion 2024.03.16-3 by Mike Franklin to approve the En Bloc items. Motion seconded and approved.

Motion 2024.03.16-4 by Mark Dickman that the Synod Council accept the recommendation of the Finance Committee and approve the revised FY 2024 General Fund Budget (dated March 12, 2024), and refer it to the 2024 Synod Assembly (because it calls for an increase above the Budget adopted at the 2023 Assembly). Motion seconded and approved.

Motion 2024.03.16-5 by Mark Dickman that the Synod Council accept the recommendation of the Finance Committee and approve the proposed FY 2025 General Fund Budget (dated March 12, 2024), and refer it to the 2024 Synod Assembly. Motion seconded and approved.

Motion 2024.03.16-6 by Di Bernklau to follow the recommendation from Bp. Laurie that the Synod Council select Ecumenical Ministries of Oregon as the recipient of offerings at the 2024 Synod Assembly, since it aligns with the theme "Friendship." The funds would specifically benefit their Common Table program, which supports not just inter-denominational work, but interfaith connections. Motion seconded and approved.

Motion 2024.03.16-7 by Mike Franklin that the Oregon Synod authorizes the following ministries that are continuing as Synod Authorized Worshiping Communities in 2024: Queer Enough, led by Chaune Shafer; Storyline Community, led by Anna Hoesly; Storydwelling Community, led by Rev. Erika

Spaet; Together Lab, led by Ron Werner; Mid-Willamette Valley Latino Outreach, led by Rev. Manuel Borbon Talamante; and Cully Neighborhood Outreach/La Casa Comun le by Jazmin Velez. We celebrate this ongoing gospel witness among us. Motion seconded and approved.

### Executive Committee

Motion 2023.04.03-1 by Bruce Anderson to approve the Synod Assembly agenda. Motion was seconded and approved.

Motion 2023.04.03-2 by Vicky Hart to approve the proposed allocation of the Bill Hamman Estate donations, in accordance with the updated gift acceptance policy and recommendations from the bishop, vice president, and treasurer. Motion was seconded and approved.

Faithfully Submitted,  
Vicky Hart  
Oregon Synod Secretary

# Synod Council Members

**Thank you for your faithful leadership and service!**

\*The Rev. Laurie Larson Caesar  
Bishop

\*Paul Stromberg  
Vice President  
Creator, Clackamas

\*Mark Dickman  
Treasurer  
Immanuel, Silverton

\*Vicky Hart  
Secretary  
Zion, LaGrande

\*Andrew Morris  
Blue Mountain Cluster  
Representative  
Grace and Mercy, Hermiston

Karen Haines  
Columbia Coast Cluster  
Representative  
Peace First, Astoria

Marc T. Kane  
Crater Lake Cluster  
Representative

Klamath, Klamath Falls

Becky Shurson  
Emerald Cluster  
Representative  
Central, Eugene

Peggy Jeffries  
High Desert Cluster  
Representative  
Nativity, Bend

Steve Larsen  
Mt. Hood Cluster  
Representative  
Zion, The Dalles

Dianna Bernklau  
Oregon Trail Cluster  
Representative  
Zoar, Canby

Leif Rustvold  
Mt. Tabor/PLUM Cluster  
Representative  
Bethlehem, Portland

Bobbi Varnes  
Rose Cluster  
Representative  
First Immanuel, Portland



Louise C. Abbott  
Southern Coast Cluster  
Representative  
Bethany, Gold Beach

\*Jon Erickson  
Sunset Cluster  
Representative  
Spirit of Grace, Beaverton

Mike Franklin  
Vineyard Cluster  
Representative  
Grace, Corvallis

Jan Smith  
Member at Large #1  
St. Andrew, Beaverton

\*Marilyn Keller  
Member at Large #2  
Augustana, Portland

\*Bruce Anderson  
Member at Large #3  
Zion, La Grande

Rickard Whitwer  
Member at Large #4  
New Life, Florence

Damien Ntawumpora  
Young Adult Representative  
Creator, Clackamas

Clara Christensen  
Youth Representative  
Central, Eugene

\* Executive Committee

# Additional Roles

Churchwide Council  
Jennifer Trom

Endowment Board  
Carl Cottingham  
Pablo Ramirez  
Bob Knudtson  
Rev. Christina Core

Discipline Committee  
Jennifer Bash  
Mike Franklin  
Tom Martin  
Cherry Harris  
Jennifer Trom  
Rev. Barbara Punch  
Rev. Linda Mueller  
Rev. James Abbott  
Marie Gettel-Gilmartin  
Rev. Andrew Langford

Consultation Committee  
Pat Andeen  
Rev. Erik Post  
Rev. Tom Dodd  
Kelly Michael Doyle  
Nathan Whitwer  
Deacon Bonnie  
Beadles-Bohling  
Edward Cole

# Assembly Support

- Volunteers make this event possible!

Thank you to everyone who planned, called, typed, emailed, sent letters, and generally created and collaborated this event into being with faith, partnership and spirit. These good people are too numerous to thank each by name, but we'd especially like to recognize...

- Synod Assembly Planning Coordinator Rhonda Powell, Vice President Paul Stromberg, Treasurer Mark Dickman, Secretary Vicky Hart, the Tech Support Team, Synod Administrator Jemae McCanna, the Oregon Synod Council, Oregon Synod Finance Committee, Rev. Tim Brown, Rabbi Benjamin Barnett, Parliamentarian David Swartling, Jennifer Trom and everyone who is sharing their gifts by serving on a committee or help desk.
- The committee chairs: Kate Bernklau-Halvor, Sister India Jensen Kerr, The Rev. Susan Kitner, and Garry Estep. And their amazing team members.
- And to all the people who are presentation support, phone callers, spreadsheet sleuths, and the other equally important roles...THANK YOU. Synod Assembly couldn't happen without you.

-- *The Oregon Synod Bishop's Office*

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Oregon Synod